5.2.1 - Number of placements of outgoing students during the year.

5.2.1.1 - Number of outgoing students placed during the year.

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Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

LIST OF PLACED STUDENTS

Name of student placed and contact details	Name of the employer with contact details	Pay package at appointment
Aditi Narware 6261721498	Learning Routes 9643575081	5.7 LPA
Ashita Singh 8103815291	Consultadd 9111687356	5 LPA
Ayush Sahu 6262224055	American Chase 9343618262	3 LPA
Ayush Suryawanshi 9424627357	Property Pistol 8080190190	8.4 LPA
Azad 9166338671	Consultadd 9111687356	5 LPA
Bhupendra Sapnour 9424579203	Hettich India 7803003804	2.4 LPA
Bhuvan Puranik 8085911216	Envisolve LLP 8045909632	3 LPA
Chetan Yadav 6260248954	Hettich India 7803003804	2.4 LPA
Disha Gawande 6263296859	Mayur Uniquoters 141-2361132	2.64 LPA
Garima Rajput 7067775970	Godrej Consumer Products 18002660007	3 LPA
Jayesh Pandya 7470491411	Hettich India 7803003804	2.4 LPA
Krishna Dongre 9752888056	Hettich India 7803003804	2.4 LPA
Krupal Umbarkar 9977066498	Consultadd 9111687356	5 LPA
Mohammad Tanveer 7000674695	Unimode Systems 7314249293	1.8 LPA
Mukund Yadav 7880119851	American Chase 9343618262	3 LPA
Muskan Gangwani 8103626778	High Beam Global 9915373779	4.95 LPA
Navneet Sharma 7049994125	JK Cements Ltd. 18002664606	4.5 LPA
Nikhil Meshram 7447250485	Resustainability Ltd. 4024446000	3.25 LPA
Pratima patel 9131737852	Skillish 9205544402	6 LPA
Pritish Karmkar 7869444873	TCS 9669159346	3.39 LPA
Purva Choudhary 9301763995	Godrej Consumer Products 18002660007	3 LPA
Rahul Pal 7987489925	Envisolve LLP 8045909632	3 LPA
Rishabh meena 9669935512	Skillish 9205544402	6 LPA
Rishabh Negi 8085417466	Mayur Uniquoters 141-2361132	2.64 LPA
Rishika Sharma 964472025	Ink My Task 9713470590	3 LPA
Rohith S 6385507251	Consultadd 9111687356	5 LPA
Sanskrati Joshi 8839558065	High Beam Global 9915373779	4.95 LPA
Shrashti chandel 7974456016	Skillish 9205544402	6 LPA
Siddhi Shukla 6264728178	Skillish 9205544402	6 LPA
Vandana Lakshkar 7974524723	Mindiii Systems 9165613316	1.8 LPA
Vishal Kumar Singh 7024991682	Property Pistol 8080190190	8.4 LPA
Yuvraj Singh Naruka 8349210342	Consultadd 9111687356	5 LPA
Awez Ahmed Khan 7987395199	Envisolve LLP 8045909632	3 LPA
Chanchal Sunhare 6261637179	TechInfini 9302974394	3 LPA
Divya Patel 7024066368	Burns & McDonnell	6.5 LPA
Aarti Bhawsar 9039051305	Consultadd 9111687356	8 LPA

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Aayushi bhawsar 7067887373	Skillish 9205544402	6 LPA
Aditi Chourasia 7879306967	AVIZVA 7316855001	6 LPA
Aditya Gupta 8959691169	Property Pistol 8080190190	8.4 LPA
Aditya Kumar Pandey 6264326019	TCS 9669159346	3.39 LPA
Adnan Qureshi 8305339112	AVIZVA 7316855001	6 LPA
Akshat Udeeniya 9098898563	TCS 9669159346	3.39 LPA
Aman Malviya 7489803508	iLink Digital 8929408555	4 LPA
Aman Singh Chauhan 6263537154	Redixweb Technology 7935200685	4 LPA
Amul Sethi 6261253846	Betaque 8889424947	6.59 LPA
Anand Patil 9131433924	TechInfini 9302974394	3 LPA
Anjali Mukati 8819898162	PalTech 9059023779	5 LPA
Ankit Yadav 7355320844	ClearTrail 7314269100	5 LPA
Anshika Gupta 9691985176	Byju's 8445232980	8.5 LPA
Anshika Nema 9725260249	Fusion Global Solutions 20 881 448 49	5 LPA
Anshul Choubey 9131974257	Fusion Global Solutions 20 881 448 49	5 LPA
Anurag Mishra 7891758828	Emipro Solutions 9023727710	7 LPA
Avadhesh Yadav 8839413488	Extentia 044 2841 2841	5.5 LPA
Ayush Dwivedi 7974240343	Deqode 7314077574	5.92 LPA
Ayush Raghuvanshi 9340554101	HotWax Systems 7314093684	8 LPA
Ayushi Jain 7400761598	Fusion Global Solutions 20 881 448 49	5 LPA
Ayushi Kumari Singh 9770112148	Hexaware 8667814759	4 LPA
Chandrashekhar Chouhan 7987416738	Redixweb Technology 7935200685	4 LPA
Charu Patidar 7247059302	AVIZVA 7316855001	6 LPA
Deepika Negi 8839261860	Redixweb Technology 7935200685	4 LPA
Dheeraj Joshi 9993900895	AVIZVA 7316855001	6 LPA
Durva Kulkarni 9399492708	Cisco 8001001364	24.74 LPA
Faizan Mansoori 9893740288	Deqode 7314077574	5.92 LPA
Geetika Singh Rathore 7999313291	Hexaware 8667814759	4 LPA
Harish Rajput 6263274401	Emipro Solutions 9023727710	7 LPA
Harpreet Kour Arora 9111740955	AVIZVA 7316855001	6 LPA
Harsh Sahu 7000265962	Betaque 8889424947	6.59 LPA
Roshan sharma 7999784718	Skillish 9205544402	6 LPA
Hemant Mulchandani 9754164840	High Beam Global 9915373779	4.95 LPA
Himanshu Mande 9691771848	TCS 9669159346	3.39 LPA
Hritika Joshi 9644544615	Accenture 7316832348	4.5 LPA
Idris Bohra 8441055253	Gamma Stack 7312974574	4.15 LPA
Ishank Yadav 9993933902	iLink Digital 8929408555	4 LPA
Jahanvi Raikwar 9691409872	Accenture 7316832348	4.5 LPA

Jayesh Kushwah 8349323411	Redixweb Technology 7935200685	4 LPA
Juhi Patel 9399515376	Skillish 9205544402	6 LPA
K Dhawal Verma 7489008947	TCS 9669159346	3.39 LPA
Kajal Gyanchandani 6264273909	CodeYoung 8884459977	7.36 LPA
Kanhaiyalal Vakthariya 6265896757	Skillish 9205544402	6 LPA
Kapil Yadav 6260176830	Skillish 9205544402	6 LPA
Ketan Attarde 8839382575	Skillish 9205544402	6 LPA
Kriti Mishra 8462924078	Tatvic Analytics 072010 00406	5 LPA
Kuldeep Barod 9826750219	Virim Infotech 9109206743	4.32 LPA
Kunal Parmar 7225052197	Gamma Stack 7312974574	4.15 LPA
Kunal Sharma 8085920355	Redixweb Technology 7935200685	4 LPA
Madhvi Sonera 8223885700	Skillish 9205544402	6 LPA
Shalini joshi 9630533605	Skillish 9205544402	6 LPA
Mayank Soni 8959599229	CIS 7313564000	3 LPA
Meghali Likhar 7879978674	Finzly	6 LPA
Mohd Ayan Abbasi 8962597816	AVIZVA 7316855001	6 LPA
Mohit Singh Chamyal 7400614541	TCS 9669159346	3.39 LPA
Nandini Solanki 7828005781	Ink My Task 9713470590	3 LPA
Maulesh Nagar 9630057766	TCS 9669159346	3.39 LPA
Narendra Singh Anjana 8120985632	Google SoC	USD 1500
Nishchal Mehra 7389707833	Tech Mahindra	3.25 LPA
Nikita Mishra 6261186442	Redixweb Technology 7935200685	4 LPA
Nilesh panwar 9039288670	Redixweb Technology 7935200685	4 LPA
Anant Raj 8839801642	Teklink 4043691005	6 LPA
Nitik Patidar 9399640619	Betaque 8889424947	6.59 LPA
Pankaj Porwal 9685689958	Redixweb Technology 7935200685	4 LPA
Piyush Mahajan 8965023667	AVIZVA 7316855001	6 LPA
Pradeep Dalal 9691133272	AVIZVA 7316855001	6 LPA
Nikhil Sahu 6265883557	Unikaihatsu 2226867334	3.04 LPA
Prathamesh Pachunkar 7773067780	High Beam Global 9915373779	4.95 LPA
Pratik Vishwakarma 7389197975	Deqode 7314077574	5.92 LPA
Priyanshu Tripathi 6261210434	Redixweb Technology 7935200685	4 LPA
Pulkit Sablok 6263296277	Skillish 9205544402	6 LPA
Pushpendra Jadon 7489635064	TCS 9669159346	7 LPA
Raghavraj Patil 8103660941	Skillish 9205544402	6 LPA
Rahul Kashyap 7828492242	Great Developer 8585953085	4 LPA
Rahul Prajapati 7777802077	AVIZVA 7316855001	6 LPA
Rahul Singh Parihar 9111676520	iLink Digital 8929408555	4 LPA
Rakesh Rajput 9589262082	TCS 9669159346	3.39 LPA
Ranjan Upadhyay 9752580913	Redixweb Technology 7935200685	4 LPA

Rati Choudhary 6261628595	Property Pistol 8080190190	8.4 LPA
Rishabh Malviya 9009549255	HotWax Systems 7314093684	5 LPA
Rishita Baviskar 8269601085	Skillish 9205544402	6 LPA
Ritik More 6266386390	Finzly 9880905477	5 LPA
Rounak Koushal 7354647228	Redixweb Technology 7935200685	4 LPA
Rounak Patidar 9644891142	Amazon 6302474211	2.5 LPA
Rupali Bandore 6264955729	Bootnext Tech Ventures 6232963036	6 LPA
Rushil Dewaskar 9630190838	AVIZVA 7316855001	6 LPA
Sabahat Ahmed 8319309910	Consultadd 9111687356	5 LPA
Sadgi Daftari 9826010076	CodeYoung 8884459977	7.36 LPA
Sakshi Mourya 8827904963	Finzly 9880905477	6 LPA
Sakshi Nagar 8103722797	Virim Infotech 9109206743	4.13 LPA
Sarthak Gupta 8770515868	ANQ Digital FinServe 8050533435	12 LPA
Sarvesh Yadav 9981452841	iLink Digital 8929408555	4 LPA
Seemanjay Ameriya 8827090182	Extentia 044 2841 2841	5.5 LPA
Aman Nigam 7024421474	Virim Infotech 9109206743	3.5 LPA
shraddha kushwah 8305624401	Skillish 9205544402	6 LPA
Shreya Beohar 7089224909	TechInfini 9302974394	3 LPA
Shreya Pura 7067373075	Extentia 044 2841 2841	5.5 LPA
Siddhi Singh 6267033283	Accenture 7316832348	4.5 LPA
Sourabh Atre 8871252490	TechInfini 9302974394	3 LPA
Srashti Shrivastav 8770998858	Hexaware 8667814759	4 LPA
Sreshti Soni 6261408964	AVIZVA 7316855001	6 LPA
Sujal Badole 9098993593	CodeYoung 8884459977	7.36 LPA
Sumeet Mandloi 7974740754	Tech Mahindra	3.25 LPA
Surabhi Srivastava 8787086646	Blazeclan 2067611100	7.2 LPA
Suraj Chouhan 8349123662	TechInfini 9302974394	3 LPA
Taneeshq Yogi 9893625378	TCS 9669159346	3.39 LPA
Tanisha Chawada 7389059735	AVIZVA 7316855001	6 LPA
Tushar Verma 7067324323	CodeYoung 8884459977	7.36 LPA
Urvashi Upadhyay 8602949241	CodeYoung 8884459977	7.36 LPA
Utkarsh Shrivastava 7000657220	Code Caffeine 7697272359	3 LPA
Vedant Tripathi 8120720047	Hexaware 8667814759	4 LPA
Vicky mishra 8770444211	Skillish 9205544402	6 LPA
Vidhisha Patidar 9340243215	Extentia 044 2841 2841	5.5 LPA
Vivek Jain 9993305889	Skillish 9205544402	6 LPA
Vivek Mahajan 7489967664	Consultadd 9111687356	7 LPA
Aayush Sharma 8085021418	Skillish 9205544402	6 LPA
Abhishek Khatik	Silversky Technology 7575025614	3.2 LPA
Abhishek Sharma 6260013288	Skillish 9205544402	6 LPA

Akshay Tiwari 8982505767	DigiValet 7314077574	4 LPA
Anjali Sharma 6263388122	Redixweb Technology 7935200685	4 LPA
Anuj Karma 8965019718	Skillish 9205544402	6 LPA
Arpit Sarathe 9479883096	Appalto Electronics 7314780800	2.5 LPA
Bharat Yadav 8120552711	Gems Essence 7314969817	2.15 LPA
Deepak Suryawanshi 9131352470	Consultadd 9111687356	5 LPA
Jaya chandravanshi 9685642997	Skillish 9205544402	6 LPA
Lipika Debnath 7024835080	AVIZVA 7316855001	6 LPA
Nurendra Malvi 9691277454	Amazon 6302474211	2.5 LPA
Rahul Alatre 9516231998	Skillish 9205544402	6 LPA
Rohit Kumar 8340265518	Redixweb Technology 7935200685	4 LPA
Abdullah Khan 9109923408	Learning Routes 9643575081	5.7 LPA
Abhay Singh Rahangdale 9340814640	TCS 9669159346	3.39 LPA
Abhishek Choudhary 7999035985	Code Caffeine 7697272359	3 LPA
Aman Gupta 7999901077	Extentia 044 2841 2841	5.5 LPA
Anjuman Varsee 6269177524	Skillish 9205544402	6 LPA
Ankur Hardia 9399112387	Byju's 8445232980	8.5 LPA
Annapoorna Singh 9589209761	Accenture 7316832348	4.5 LPA
Ayush Gaikwad 8966998434	Extentia 044 2841 2841	5.5 LPA
Devershi Vashistha 7067502327	TCS 9669159346	7 LPA
Gokul Panwar 9131868898	Genesis 7312555197	4 LPA
Jitendra Jain 7999208416	Virim Infotech 9109206743	4.13 LPA
Kanha Kushwah 6263225513	Magic Stone 8956702854	5.5 LPA
Keerti Chouhan 8269252456	Betaque 8889424947	6.59 LPA
Keshav Agrawal 9039429515	Fusion Global Solutions 20 881 448 49	5 LPA
Manpreet Kaur Bedi 8827274489	Redixweb Technology 7935200685	4 LPA
Pooja Pal 9575695908	Extentia 044 2841 2841	5.5 LPA
Prakhar Sharma 9993500312	Emipro Solutions 9023727710	7 LPA
Prassana Kudle 8602192811	Virim Infotech 9109206743	4.32 LPA
Praveen Sisodiya 6266323139	TechInfini 9302974394	3 LPA
Priyanshi Verma 8839017979	Finzly 9880905477	5 LPA
Rishi Raghuvanshi 9131617739	Finzly 9880905477	6 LPA
Ritesh Goswami 6263621175	WNS Global Services 2240952100	3.54 LPA
Prashansha Kashyap 9669050672	Unikaihatsu 2226867334	3.04 LPA
Sakshi Patel 9770087650	Finzly 9880905477	6 LPA
Santosh Kumbhkar 7489001098	Redixweb Technology 7935200685	4 LPA
Sateesh Kumbhakar 7697259113	Finzly 9880905477	6 LPA
Sayyed Dayaan Ali 9301868855	Byju's 8445232980	8.5 LPA
Shivank Pateriya 9669868890	Byju's 8445232980	8.5 LPA
Shrey Somwanshi 7987700719	PalTech 9059023779	5 LPA

Shruti Verma 6266340992	PalTech 9059023779	5 LPA
Vishnu Dinesh 9754208012	TCS 9669159346	3.39 LPA
Vishnu Paliwal 9754208012	Redixweb Technology 7935200685	4 LPA
Aayushman Jain 6266367544	ARAI (Automotive Research Association Of India) 2067621111	5.4 LPA
Adarsh Pratap Singh 8319809963	Liugong 9755553132	3.5 LPA
Akash Sen 9669953195	Force Motors 7292305511	3 LPA
Harshit Patidar 9977286282	Altis Industries 6232168550	2.4 LPA
Aman Pandey 9644362772	BuildMate 7675989925	2.16 LPA
Aman Soni 6264620575	INHIBEO WATER Solutions 8048969534	3.5 LPA
Arpit Bundela 9754595281	Motherson Sumi 9575300260	3 LPA
Anirudh Malviya 8815623841	BuildMate 7675989925	2.16 LPA
Ankit Pandey 9770784813	Property Pistol 8080190190	8.4 LPA
Narendra Kumbhkar 9770469202	Pinnacle Industries 2067414040	2.4 LPA
Christy p jubi 6232124824	American Chase 9343618262	3 LPA
Devendra Soni 6263855885	Property Pistol 8080190190	8.4 LPA
Gajendra Singh Tomar 9685417773	INHIBEO WATER Solutions 8048969534	3.5 LPA
Krishna Sharma 7999372309	Liugong 9755553132	3.5 LPA
Mahesh Joshi 9993608932	Liugong 9755553132	3.5 LPA
Naman Mehta 8965082390	Pinnacle Industries 2067414040	2.4 LPA
Nitesh Singh 9755178568	Liugong 9755553132	3.5 LPA
Nitin Pal 7974526206	Yazaki 2066315000	3 LPA
Om Prakash Vishwakarma 9993200266	CG Power 2224237700	2.4 LPA
Piyush Sawaye 9131982818	walkover 7312560056	6.5 LPA
Pragyesh Sharma 8770523770	Force Motors 7292305511	3 LPA
Priyanshu Paras 7879252829	Motherson Sumi 9575300260	3 LPA
Priyanshu Singh 7879616900	BuildMate 7675989925	2.16 LPA
Ronak Patidar 9406606815	Felix Generics 8662583217	2 LPA
Saurav Kumar 7748935642	CG Power 2224237700	2.4 LPA
Shailendra Kumar Mishra 8307202040	Skillish 9205544402	6 LPA
Shivangi patidar 8818843257	General Motors 9406683217	9.4 LPA
Shubham Dwivedi 9516883341	Liugong 9755553132	3.5 LPA
Shubham vishwakarma 9340193266	Skillish 9205544402	6 LPA
Sundaram Tiwari 9691502478	TMEIC 8067515599	4.5 LPA
Vedant Dhote 8358015758	Liugong 9755553132	3.5 LPA
Vikas Ojha 7240955192	Motherson Sumi 9575300260	3 LPA

LEARNING ROUTES - ADITI NARWARE

LEARNING ROUTES

Offer Letter

Date: 27/02/2023

Dear **Aditi Narware,**

With reference to your application, we are pleased to offer you an employment opportunity with Learning Routes Pvt Ltd on mutually agreed terms and conditions.

The details of the offer are provided below:

Designation : Sales Associate
Location : Yet to be assigned
Tentative DOJ : June, 2023

We are confident that you would play a pivotal role in strengthening the team.
This offer is being made to you on the following terms and conditions:

SALARY

1. Your cost to the Company shall be **5.70 LPA** per annum.
2. In Hand Salary – **27000/- p.m.**
3. Detailed structure is as mentioned below:

Cost to the Company: Annexure -A

Fixed Component	Monthly	Yearly
Basic	10800	129600
House Rent Allowance	8100	97200
Conveyance Allowance	2160	25920
Medical Allowance	1620	19440
Special Allowance	4320	51840
Gross Total (A)	**27000**	**324000**

Variable Components	Monthly	Yearly
Salary Revision (Payable post the completion of monthly targets during probation period)	3000	18000
Incentives	12000	144000
Performance cum Continuity Bonus	1500	18000
Punctuality Bonus	1000	12000
DTA (Meeting Travel Allowance)	4500	54000
Total (B)	**22000**	**246000**

COST TO COMPANY(A)+(B)	49000	570000

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Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology

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4. This offer is provisional in nature and the detailed appointment letter shall be provided to you on joining subsequent to satisfactory completion of the joining formalities.

5. 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.

6. You will be on probation for a period of Six months, which may be extended further at the discretion of the Company.

7. Employment is subjected to Document Verification.

8. This offer of appointment is valid until **15th March, 2023** for acceptance. If we do not hear from you by **15th March, 2023**i.e. the date on which validity of the offer expires, this offer shall be treated as withdrawn.

9. Employment is subjected to Training Clearance.

10. During probation, you will be required to serve 30 days' notice or pay 30 days' Gross salary in lieu of notice. Post confirmation, your appointment can be discontinued by either party by serving 45 days' notice or by payment of 45 days' Gross salary in lieu of notice.

11. Your services are transferable anywhere in India, at any time, as per the business requirements

12. If you accept the above, you are required to produce the following documents on the date of joining:
    - PAN Card
    - Aadhaar Card
    - Certificates & mark sheets of Highest educational qualification
    - Salary slips for Last Three Months
    - Resignation Acceptance Letter of current company
    - Two Passport Size Photographs
    - Cancelled Cheque – Bank Details

13. You hereby authorize the Company or any external agency appointed by the Company to verify:
    a) Education
    b) Employment
    c) Conduct other background checks prior to your joining the Company or thereafter.

    Your appointment is contingent upon successful completion of the background check and the Company reserves the right to end your employment should the results of your background investigation be negative

14. The management also reserves the right to withdraw the said offer in case you are found medically unfit.

Thanks & Regards,
Ishita Mahajan
Sr. Manager- Human Resource
+91 9773838585

Acceptance Letter

I, having gone through the terms and conditions of the service being offered to me hereby, pleased to accept the offer after agreeing fully to the terms.

Signature-

Date-

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CONSULTADD - ASHITA SINGH







Biplab Dey <biplab.dey@indoreinstitute.com>

Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> Mon, Dec 26, 2022 at 2:31 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Biplab Dey <biplab.dey@indoreinstitute.com>, Vimmy Katyal <vimmy.katyal@indoreinstitute.com>

Dear All,

Greetings from IIST,Indore..!!

First of all, thanks for your active participation in making the event successful .

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship
Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang788@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let us know if you need any further information.

Kundan Bhavsar
Training & Placement Officer
Mobile No : 9229222023
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore, Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

Affiliated to - RGPV(Bhopal) & DAVV(Indore) | Approved by - AICTE(New Delhi) & PC(New Delhi)

---------- Forwarded message ---------
From: **Anupama Joshi** <anupama.j@consultadd.com>
Date: Mon, Dec 26, 2022 at 1:18 PM
Subject: Re: Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship

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Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	aahitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 26, 2022 at 12:40 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.
Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 19, 2022 at 4:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of students who have cleared the coding round.
Kindly let me know if you need any help.

Thanks and Regards

On Sat, Dec 17, 2022 at 8:22 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of students who have cleared the coding round. There are more students for the same I'll share that list soon with you.
Kindly let me know if you need any help.

Thanks and Regards
Anupama Joshi

On Fri, Dec 16, 2022 at 7:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of those students who were unable to get the link.
Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.
Kindly consider this list.

Thanks & Regards
Anupama Joshi

On Fri, Dec 16, 2022 at 7:20 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of those students who were unable to get the link.
Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.

Thanks & Regards
Anupama Joshi

On Wed, Dec [illegible], 2022 at 11:52 AM Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> wrote:
[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

Indore Institute of Science & Technology 1046

Indore Institute of Science & Technology, Indore Placement Cell

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AMERICAN CHASE - AYUSH SAHU

american chase®

610, Princes' Business Skyline A.B
Road Indore M.P 452001
hrindia@americanchase.com
Ph. 8308848731

Date: 06 Feb 2023

Dear **Ayush Sahu,**

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment with our organisation. Please find the details below:

Position: Associate Trainee
Date of Joining: 01st Mar 2023.

Compensation: Annual Gross Compensation of Rs. 300000/- (Three Lakh Only).

Place of work: Your place of work will be Indore M.P India. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer, we request you to confirm your acceptance by signing a copy of this letter.

We congratulate you on your appointment and wish you a long and successful career with American Chase.

American Chase India !!!

Sincerely,
Adhir Dubey
Director (American Chase LLP)

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PROPERTY PISTOL - AYUSH SURYAWANSHI

Placement Cell

PROPERTYPISTOL.com
NO ONE TARGETS YOUR NEED BETTER

Date: 27th February 2023

Name of Candidate: **Mr. Ayush Suryawanshi**

Subject: Offer Letter

Dear **Ayush,**

We have pleasure in offering you a position of **"Assistant Sales Manager"** at **Panvel** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **15th March 2023.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

A. N. Agarwal

Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Ayush Suryawanshi**

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Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology INDORE

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	**28000**	**336000**
Deduction		
P.T.	200	2500
Net Salary	**27800**	**333500**
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	**68000**	**816000**

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

CONSULTADD - AZAD 9166338671

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OFFER OF EMPLOYMENT

Mr. Azad

29th December 2022

Consultadd Services Private Limited is delighted to offer you a position as **Management Trainee Engineer.** We trust that your knowledge and skills will be among our most valuable assets and we hope you will enjoy your role and make a significant contribution to the success of the company.

Remunerations

If you decide to join us, the company will pay you an annual compensation package **of INR 5,00,000 per annum (INR Five Lakhs only per year)** with a next due increment in **January 2024.** The salary details are in enclosed annexure

Appointment

The location of job is **Pune, Maharashtra** and the date of commencement would be, **Monday 3rd July 2023.** A detailed appointment letter will be issued to you after the joining, which will govern the term and conditions of your appointment.

The work timings will be Night shift. You may be required to work reasonable additional hours or different shifts when necessary to perform your duties.

Please bring following documents with copies while reporting,

- All mark sheets and certificates of SSC, HSC, degrees.
- Identity Proof (Driving License, Voter ID, PAN Card, Passport)
- Address Proof (Driving License, Passport, Aadhar Card)
- Four Passport size photo

Your appointment is subject to the successful completion of Six months' probation with us. Please note, your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance. Notice period of 30 days is mandatory at the time of resignation. The offer is subject to acceptance of appointment and verification of documents.

Arpita Kathak
Talent Acquisition Specialist
Consultadd Services Pvt Ltd

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Personal & Confidential Appendix to offer of employment

Compensation and Benefits

Name: Azad

Cost to Company: INR 5,00,000/-

CTC Break-up with PF			CTC Break-up without PF		
Pay Description	**Per Month**	**Annual**	**Pay Description**	**Per Month**	**Annual**
Part A			**Part A**		
Basic Salary	16667	200000	Basic Salary	16667	200000
House Rent Allowance	6667	80000	House Rent Allowance	6667	80000
Transport Allowance	1600	19200	Transport Allowance	1600	19200
Medical Allowance	1250	15000	Medical Allowance	1250	15000
Special Allowance	13483	161800	Special Allowance	15483	185800
Total	39667	476000	**Total**	41667	500000
Part B			**Part B**		
PF contribution (employer contribution)	2000	24000	PF contribution (employer contribution)	NA	NA
Part C			**Part C**		0
deduction			**deduction**		0
Professional Tax	208	2500	**Professional Tax**	208	2500
Employee pf	2000	24000	**Employee pf**	0	0
Net pay (A-C)	37459	449504	**Net pay (A-C)**	41459	497504

Benefits:

1. Regular benefits
   - Night Shift allowance — 350/- per day (if applicable)
   - Medical insurance — Cover Upto 2lakhs annually (includes spouse and child)

2. Pandemic Benefits
   - Wifi benefit — Upto 2000/-permonth
   - Furniture allowance — 6000/- (one time payable)

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Notes:

1. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governed by the Company's policy.
2. The allowance/benefits are subject to the condition that these will be provided at no additional cost to the company. If any perquisite value is applicable to any of these allowances / benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
3. Reimbursement: Anytime within three months from Employee's Date of Joining if employee choose to leave Consultadd, he/she is liable to pay furniture reimbursement, Wifi Installation charges and joining kit cost. This is valid from the moment you accept the offer letter.
4. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

For Consultadd Services Private limited

CONSULTADD SERVICES PVT. LTD. PUNE



Placement Cell

HETTICH INDIA - BHUPENDRA SAPNOUR

Hettich
Hettich India Private Limited
Plot No 1, Sector - 5,
Industrial Growth Centre,
Tehsil : Dhar, Dist. : Dhar,
Pithampur, M.P. - 454 774
GSTIN : 23AAACH8849M1ZS
E-mail : Sales_enquiry@in.hettich.com
: Customer_service@in.hettich.com
Website : www.hettich.com
Toll free : 1800 209 2056
CIN : U36109MH1999PTC161129

Date: 15th May, 2023
Ref.: HIPL/HRD/2023,

Mr. Bhupendra Supnour,
M. No. 54, Lakshmipuri Colony,
Indore, Army Head Quarter Indore,
Dist- Indore, (MP). Pin: - 452005.

Dear Mr. Supnour,

Subject: Offer of Training

With reference to your application and subsequent interview you had with us, we are pleased to offer you training with our company as "Trainee- Surface Treatment" based at our "Indore" plant, at a stipend and terms and conditions, already discussed and agreed.

A detailed training letter will be issued to you on your joining the Training. You have agreed to join our organization on or before 15/06/2023. After this date our offer will not be valid.

This offer letter is valid subject to your producing two references.

Please make available to us the following documents on or before the joining date:

1. Six copies of your passport size photograph.
2. Copies of your qualifications date of birth certificate.
3. Medical fitness certificate from Company's medical officer.
4. 2 Copies of ID proof (PAN Card / ADHAR Card/Voter ID etc.)

We look forward to welcoming you in our company.

Yours faithfully,
For Hettich India Pvt. Ltd.

Amit Prasad
CHRO,

I ACCEPT THE ABOVE

SIGNATURE:

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ENVISOLVE LLP - BHUVAN PURANIK

Rohit Inani <corporate.relations@indoreinstitute.com>

Selected Candidates List.

Inhibeo Water Solution Technologies Pvt Ltd <sales@inhibeo.com> Sat, Mar 25, 2023 at 3:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Envisolve LLP <sales@envisolve.in>, pradeep chandanan <info@inhibeo.com>

Dear Sir,
Kind Attention, Mr Rohit sir

Greetings from **INHIBEO WATER SOLUTION AND TECHNOLOGIES Pvt.Ltd.!!**

We are glad to announce result of the recruitment drive, we are done with our assessment.
Kindly find the names, and we will provide the offer letter soon, and inform the students with the same.

Name of selected candidates are mentioned below:
FOR INHIBEO:-
1.Piyali Saini - MBA
2.Aman soni - B tech. Mechanical
3.Ganjendra Singh Tomar - B tech. Mechanical

FOR ENVISOLVE

1.Kamal Singh Bisht - MBA
2.Rahul Pal - B tech.(Chemical)
3.Awez Ahmed Khan - B tech. (Civil)
4.Bhuvan Puranik - B tech.(Chemical)

Regards,

Vinayak Kaushal
INHIBEO WATER SOLUTION & TECHNOLOGIES PVT. LTD.

City Office: Inhibeo House, 201, Plot No. 27, Life Care Hospital Road, Scheme No. 78, Indore, Madhya Pradesh, India.
Factory: Plot No. 68, A.B. Road, Parking Area, Niranjanpur, Dewas Naka, Indore
Phone: 0731-4208315, **Cell:** 8149824095
E-mail: technical@inhibeo.com **Web: www.inhibeo.com**
Please consider the environment before printing this email

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Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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HETTICH INDIA - CHETAN YADAV

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Congratulation

1 message

Chetan Patel <chetansinghpatel042002@gmail.com> Sun, Apr 23, 2023 at 10:00 AM
To: kundan.bhavsar@indoreinstitute.com

Dear
Kundan Sir
You will be very happy to know
that 4 students of your college
IIST have been selected in
Hattich India Pvt. Ltd.

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

MAYUR UNIQUOTERS - DISHA GAWANDE

MAYUR UNIQUOTERS LIMITED

(Textile Div.)

Manufacturers of Artificial Leather/PVC Vinyl

MUL/HR/LOI/2023 **Date: 03rd March,2023**

Ms. Disha Gawande
D/o Leeladhar Gawande
176-A, Sunder Nagar Extension, Sukhliya
Indore Madhya Pradesh-452010

Offer Letter / Letter of Intent (LOI)

Ms. Gawande,

Congratulation!!

With reference to interview held on 01st March, 2023, we are pleased to offer you **"Graduate Engineer Trainee (GET)"** Position in **"R&D Department"** You will receive Stipend of **Rupees 22,000** (Rupees Twenty Two Thousand Only) per month for your training period.

You will be required to work at **Dhodsar, Rajasthan** and you are liable to be transferred from your occupation, section, department, factory or office to any other occupation, section, department, factory or office anywhere in India under the same management at the sole discretion of the management.

Your initial training agreement will be for a period of One Year from the date of joining. Your period of training may be extended further for another Six months subject to degree of learning and performance. After successfully completion of your Training period your performance assessment and CTC correction and retention bonus will be ruled by company entry level policy (WEF 1st Jan 2023 and its annexure). Your on- role Employment Agreement of service is subject to good performance feedback after successfully completion of training period.

For all matter not contained herein, your appointment as Trainee/ Apprentice / Intern shall be governed by The Apprentices Act, 1961 & Apprenticeship Rules, 1992 and the certified standing orders of the company. You are required to join us on or before **13th March, 2023** otherwise this offer of appointment will automatically be treated as cancelled.

During the Training, this contract of Training can be terminated by 15 day's notice on either side is not bound to give any reason. However it will be the discretion of the management either to accept salary in lieu of notice period or ask to work during the notice period.

We trust the above terms and conditions are acceptable to you and as such you are advised to return the duplicate copy of this offer letter duly signed in token of your acceptance for our records. You are also requested to submit photocopy of your ID Proof, address proof, medical certificate and other educational/academic/technical certificates along with 5 (Five) copies of your latest passport size photographs at the time of joining.

Welcoming you to our organization and wishing you a successful career with us.

* This offer is valid subject to your medical fitness.

Thanking you,
Yours truly,
For MAYUR UNIQUOTERS LIMITED

Hemant Singh Fauzdar
Group HR Head

Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology, Indore

A Texture For Every Idea

Correspondence Address:
28, 4th Floor, Lakshmi Complex, M I Road, Jaipur-302001 (Raj.) India • Tel: 91-141-2361132 • Fax: 91-141-2365423
Works: Khejroli Link Road, Village-Dhodsar, Jaipur-Sikar Road, Jaipur-303712 (Raj.) • Tel: 9351505065
Regd. Office: Village- Jaipura, Jaipur-Sikar Road, Jaipur-303704 (Raj.) India • Tel: +91-1423-224001 • Fax: +91-1423-224420

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GODREJ CONSUMER PRODUCTS - GARIMA RAJPUT

Rohit Inani <corporate.relations@indoreinstitute.com>

Profiles for Chemical Engineering in Operations Department @ (Godrej Malanpur)

Amit Bahal <amit.bahal@godrejcp.com> Thu, Mar 23, 2023 at 2:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Avinash Mishra <av.mishra@godrejcp.com>

Hello Rohit,

Greetings from Godrej Consumer Products Limited, Malanpur (M.P)

This is to inform you that we had interviewed three shortlist candidates for final round on dated 21st March 2023 named mentioned below, out of three two of them selected by panel board, request you to ask both of them to join Godrej factory on or before 01st April 2023.

1. Purva Choudhary – GET - Operations (Selected)
2. Garima Rajput – GET - Operations (Selected)
3. Shubha Sundaram – Operations (Not Selected)

Thanks your full support for providing the resource timely…

Regards,

Amit Bahal

From: Rohit Inani <corporate.relations@indoreinstitute.com>
Sent: Tuesday, February 28, 2023 2:27 PM
To: Amit Bahal <amit.bahal@godrejcp.com>
Cc: Avinash Mishra <av.mishra@godrejcp.com>
Subject: Re: JD - Operations (Godrej Malanpur)

You don't often get email from corporate.relations@indoreinstitute.com. Learn why this is important

[EXTERNAL MAIL]

Sir,

PFA CVs

Regards

ROHIT INANI

Director, Corporate Relations & Placements

https://www.linkedin.com/in/rohitinani/

+91-9827063083

IIST IIP IIMR

Indore Institute of Science & Technology * INDORE * IQAC

Indore Institute of Science & Technology * INDORE *

Indore Institute of Science & Technology, Indore * Placement Cell

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HETTICH INDIA - JAYESH PANDYA

Hettich
Hettich India Private Limited
Plot No 1, Sector - 5,
Industrial Growth Centre,
Tehsil: Dhar, Dist.: Dhar,
Pithampur, M.P. - 454 774
GSTIN : 23AAACH8849M1Z5
E-mail : Sales_enquiry@in.hettich.com
: Customer_service@in.hettich.com
Website : www.hettich.com
Toll free : 1800 209 2096
CIN : U36109MH1999PTC161129

Date: 15th May, 2023
Ref.: HIPL/HRD/2023,

Mr. Jayesh,
Ward No. 01, Shastri Ward,
Teh- Bhikangaon, Dist- Khargone (MP).
Pin: - 451331.

Dear Mr. Jayesh,

Subject: Offer of Training

With reference to your application and subsequent interview you had with us, we are pleased to offer you Training with our company as **"Trainee- Surface Treatment"** based at our **"Indore"** plant, at a stipend and terms and conditions, discussed and agreed.

A detailed Training letter will be issued to you on your joining the Training. You have agreed to join our organization on or before **15/06/2023**. After this date our offer will not be valid.

This offer letter is valid subject to your producing two references.

Please make available to us the following documents on or before the joining date:

1. Six copies of your passport size photograph.
2. Copies of your qualifications date of birth certificate.
3. Medical fitness certificate from Company's medical Doctor.
4. 2 Copies of ID proof (PAN Card / ADHAR Card/Voter ID etc.)

We look forward to welcoming you in our company.

Yours faithfully,
For Hettich India Pvt. Ltd.

Amit Prasad

I ACCEPT THE ABOVE

SIGNATURE:

Scanned by TapScanner

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HETTICH INDIA - KRISHNA DONGRE

Hettich

Hettich India Private Limited
Plot No 1, Sector - 5,
Industrial Growth Centre,
Tehsil - Dhar, Dist. Dhar,
Pithampur, M.P. - 454 774
GSTIN : 23AAACH8849M1Z5
E-mail : Sales_enquiry@in.hettich.com
: Customer_services@in.hettich.com
Website : www.hettich.com
Toll free : 1800 209 2096
CIN : U36109MH1999PTC161129

Date: 15th May, 2023
Ref.: HIPL/HRD/2023,

Mr. Krishna Rao Dongre,
Ward No. 13, Damua No. 12, Near Boring,
Junnardeo, Dist- Chhindwara (MP),
Pin: - 480555.

Dear Mr. Dongre,

Subject: Offer of Training

With reference to your application and subsequent interview you had with us, we are pleased to offer you Training with our company as **"Trainee- Surface Treatment"** based at our **"Indore"** plant, at a stipend and terms and conditions, discussed and agreed.

A detailed Training letter will be issued to you on your joining the Training. You have agreed to join our organization on or before **15/06/2023**. After this date our offer will not be valid.

This offer letter is valid subject to your producing two references.

Please make available to us the following documents on or before the joining date:

1. Six copies of your passport size photograph.
2. Copies of your qualifications date of birth certificate.
3. Medical fitness certificate from Company's medical Doctor.
4. 2 Copies of ID proof (PAN Card / ADHAR Card/Voter ID etc.)

We look forward to welcoming you in our company.

Yours faithfully,
For Hettich India Pvt. Ltd.

Amit Prasad
CHRO

Institute of Science & Technology IDAC INDORE

Indore Institute of Science & Technology, Indore Placement Cell

I ACCEPT THE ABOVE

SIGNATURE:

Indore Institute of Science & Technology MP

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

CONSULTADD - KRUPAL UMBARKAR







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Biplab Dey <biplab.dey@indoreinstitute.com>

Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> Mon, Dec 26, 2022 at 2:31 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Biplab Dey <biplab.dey@indoreinstitute.com>, Vimmy Katyal <vimmy.katyal@indoreinstitute.com>

Dear All,

Greetings from IIST,Indore..!!

First of all, thanks for your active participation in making the event successful .

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship
Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	5D Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let us know if you need any further information.

Kundan Bhavsar
Training & Placement Officer
Mobile No : 9229222023
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

IIST Indore Institute of Science & Technology | IIP Indore Institute of Pharmacy | IIMR Indore Institute of Management & Research
Affiliated to - RGPV(Bhopal) & DAVV(Indore) | Approved by - AICTE(New Delhi) & PCI(New Delhi)

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

---------- Forwarded message ---------
From: **Anupama Joshi** <anupama.j@consultadd.com>
Date: Mon, Dec 26, 2022 at 1:16 PM
Subject: Re: Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship

Indore Institute of Science & Technology Placement Cell INDORE

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Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 26, 2022 at 12:40 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.
Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 19, 2022 at 4:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of students who have cleared the coding round.
Kindly let me know if you need any help.

Thanks and Regards

On Sat, Dec 17, 2022 at 8:22 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of students who have cleared the coding round. There are more students for the same I'll share that list soon with you.
Kindly let me know if you need any help.

Thanks and Regards
Anupama Joshi

On Fri, Dec 16, 2022 at 7:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of those students who were unable to get the link.
Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.
Kindly consider this list.

Thanks & Regards
Anupama Joshi

On Fri, Dec 16, 2022 at 7:20 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of those students who were unable to get the link.
Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.

Thanks & Regards
Anupama Joshi

On Wed, Dec [illegible], 2022 at 11:52 AM Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> wrote:
FYI
[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

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UNIMODE SYSTEMS - MOHAMMAD TANVEER

Indore Institute of Science & Technology INDORE IDAC
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology, Indore Placement Cell

UNIMOD SYSTEMS
M9, Rukmani Plaza,14 Palasia, AB Road, Indore:- 452018
Telephone: 0731 2545596, 2546514
E-mail : info@unimod.in
Web : www.unimod.in

To,
Mr. Tanveer Sheikh
Indore

Subject: Appointment Letter

Ref: Your application for the post *of* ***"Sales Engineer"***

Dear Tanveer,

We have pleasure in appointing you as ***"Sales Engineer"*** in our organization with effect from 5th June 2023. The terms and conditions of our offer are enclosed. Your compensation package is confidential between you and the company and we would request you to maintain this confidentiality at all times.

Stipend: Rs. 14000/-(Rupees Fourteen Thousand only) per month lumpsum
Location: Indore

If the terms and conditions are acceptable to you, please return the duplicate copy of this appointment letter duly signed by you within one day from the date hereof as confirmation of the formal acceptance, failing which this appointment will be automatically treated as cancelled. You shall be confirmed after satisfactory performance for 6 Months.

We look forward to your acceptance of our offer and welcoming you as a member of our organization.

Best Wishes,
Unimod Systems

I accept the above terms & conditions

Signature:
Date:

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Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science & Technology INDORE

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UNIMOD COMPANY POLICY

Office Timings: 10:00 am-7:00pm (Monday-Saturday)

Lunch Break: 1.00 PM to 1.30 PM

Notice Period: In case of discontinuance, you will have to give at least one month prior notice in writing and clear all your dues/ advances taken. You shall also handover all the records, data, identity cards, etc belongings of the company and obtain a letter of no dues and discontinuance from the company. In lieu of the notice period, you will be liable to pay one months salary.

Leave: You will be entitled for 12 paid leave(s) annually besides the declared generic holidays as per UNIMOD calendar. However prior permission will be required for the above leaves. For new recruitment, no leave shall be allowed for initial three months period after which, you will be entitled to one leave per month.

Responsibilities and Duties: You shall be responsible for the safekeeping and return in good condition and order of all the properties/ documents etc of the company, which may be in your use, custody, care or charge. You will devote your entire time and attention to the work of the company only. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.

Confidential Information: You shall keep confidential all the information and material provided to you by the company or by its client concerning their affairs, in order to enable the company to perform the service. Your obligation to keep such information confidential shall remain even on termination or cancellation of your employment.

Past Records: If any declaration given or information furnished by you to the company proves to be false or if you are found to have wilfully suppressed or concealed any material information, in such cases, you will be liable to removal from services without any notice.

Suspension from Duties: The Company shall have the right to suspend you from any day or part thereof because of your refusal or failure to perform your full range of duties or the misconduct and any such suspension shall be effective as for this, time of one month notice of suspension is given to you. You will abide by all staff rules, regulations and policies in addition to those mentioned above, which is in force for the time being or may be framed from time to time.

Local Conveyance: The Company shall provide reimbursement for use of personal vehicle on company work within the city. This policy encourages use of personal vehicle for company work so as to achieve swiftness, comfort and economy of cost. Travel between residence and to Company Office shall not be treated as company work and does not form a part of this

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policy.

Please Note:

- For intercity Travel: Rs 3.0/km (counting to be done on actual basis using google maps). Any change in these charges shall be updated as and when required
- Actual entry with all the customer names has to be done in the reimbursement sheet.
- No lunch would be given under local travelling.
- Local Travelling includes: Indore, Dewas, Pithampur, Sanwer Road, Ghatabillod, Ujjan, Maxi, Dhar District etc.
- If customer visit is done directly from residence, claim would be given from residence to the customer place and vice-versa

Tour:

- All travel outside the city can be done via Volvo buses/ train (sleeper class)
- Bookings can be done directly and claimed by tickets at actuals.

Vouchers & Salary: Your vouchers will be cleared on 20th of every month and salary will be credited on the 7th of every month.

Mobile:

- All official calls to be made from office landlines, or office mobile numbers, bills for the same will be paid directly by the company.

Medical:

- Any injury during company work will be covered as per company's workman compensation insurance policy.
- For any special case prior approval to be taken from the company.

Hotel Limit:

• Tier 1	• Mumbai, Pune, Delhi, Bangalore	• 1000/-
• Tier 2	• Jabalpur, Satna, Katni, Bhopal (MP Cities)	• 700/-

- Travel within tour- City Buses / Sharing Auto, if not available then autos
- Food Allowances (if no bills)- Lunch/ Dinner: Rs 200 each and Rs 50 for breakfast.
- All vouchers to be attached with tickets & bills.

Sunil Bhandari
(Director)
Date:01/06/23

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AMERICAN CHASE - MUKUND YADAV

Indore Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology, Indore Placement Cell

american chase®

610, Princes' Business Skyline A.B
Road Indore M.P 452001
hrindia@americanchase.com
Ph. 8308848731

Date: 06 Feb 2023

Dear Mukund Yadav,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment with our organisation. Please find the details below:

Position: Associate Trainee
Date of Joining: 01st Mar 2023.

Compensation: Annual Gross Compensation of Rs. 300000/- (Three Lakh Only).

Place of work: Your place of work will be Indore M.P India. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer, we request you to confirm your acceptance by signing a copy of this letter.

We congratulate you on your appointment and wish you a long and successful career with American Chase.

American Chase India !!!

Sincerely,
Adhir Dubey
Director (American Chase LLP)

HIGH BEAM GLOBAL - MUSKAN GANGWANI

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Campus Invitation 2023 Batch @ IIST,Indore..!!| JAIPUR requirements 1st

Ritika Madaan <ritika.madaan@hbgknowledge.com> Thu, Feb 2, 2023 at 9:47 AM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Cc: monika.ahuja@hbgknowledge.com

Hi Kundan

PFB the list of final shortlisted students for Jaipur location.

Shradha Kushwah
Sanskrati Joshi
Anshika Gupta
Prathamesh Pachunkar
Muskaan Gangwani
Hemant Mulchandani

Kindly share their documents so that I can proceed with their offer. PFB the list of required documents.

1. PAN Card
2. Aadhar card(front & back)
3. All educational documents.

Please note that their joining will be on 13th Feb.

Regards

Ritika

From: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Sent: 01 February 2023 13:57
To: Ritika Madaan <ritika.madaan@hbgknowledge.com>
Subject: Re: Campus Invitation 2023 Batch @ IIST,Indore..!!| JAIPUR requirements 1st

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JK CEMENTS LTD. - NAVNEET SHARMA

JK Cement Ltd.
CIN: L17229UP1994PLC017199
Corporate Office
Padam Tower, 19 DDA Community Centre
Okhla, Phase - 1, New Delhi - 110020, India
+011-49220000 admin.padamtower@jkcement.com
www.jkcement.com

Date: 28th March 2023

Mr. **Navneet Sharma**

Sub: Offer Letter

Dear **Navneet**

With reference to your application and subsequent interview you had with us, we are pleased to engage you as **Graduate Engineer Trainee** from the date of your joining, on the following terms and conditions:

1. During the above-stipulated period, you will be paid a Stipend of Rs 35,000.00 per month (It includes PF of Rs.3600 p.m.). Your net take home will be Rs.31,400 p.m.

2. In addition to this you will be eligible for a one time bonus of Rs. 30,000 on completion of an year.

3. On successful completion of training, you may be confirmed on company's regular roll in proper grade and suitable designation.

4. You can be placed at any of the plants, projects of Company and its sister concern at India and abroad.

5. You shall be governed by all the rules & regulations and standing orders, as applicable from time to time to trainees of your category of the Company.

6. You shall carryout the jobs entrusted to you from time to time and shall be responsible for your work to all such officers under whom you shall be under training.

7. You are advised to report at **Gurgaon Office on or before 1st July 2023**

*Candidate will be on training for 6 months and evaluated after completion of said period for confirmation basis performance.

Please sign the attached duplicate copy of this letter in token of your acceptance of the above terms and conditions and return the same to us at the earliest. You will be required to undergo the medical examination; aforesaid offer would be treated as withdrawn/cancelled, if you are not found medically fit. While reporting for training please bring annexed Medical Fitness Certificate duly completed, five copies of your latest passport size photograph, copy of PAN Card, Aadhar Card and one copy each of your certificates/testimonials along with original, failing which you will not be allowed to join training.

We welcome you to the J.K. family and hope for your long and happy association.

Thanking you and wishing you all the very best.

Institute of Science and Technology IQAC

Indore Institute of Science & Technology, Indore Placement Cell

Indore Institute of Science & Technology, INDORE

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RESUSTAINABILITY LTD. - NIKHIL MESHRAM

Placement Cell

(50)

Fwd: Congratulations!

1 message

Nikhil Meshram <nikhilmeshram2001@gmail.com> Tue, May 9, 2023 at 12:59 PM
To: corporate.relations@indoreinstitute.com <corporate.relations@indoreinstitute.com>

---------- Forwarded message ---------
From: **Nikhil Meshram** <nikhilmeshram2001@gmail.com>
Date: Mon, 8 May 2023, 9:52 pm
Subject: Fwd: Congratulations!
To: <kundan.bhavsar@indoreinstitute.com>

---------- Forwarded message ---------
From: **Gayatri Sri Kallepall** <gayatrik@resustainability.com>
Date: Mon, 8 May 2023, 6:19 pm
Subject: Congratulations!
To: <Nikhilmeshram2001@gmail.com>

Ref No: ReSL/OAL/CTs/2023-24/165

May 8, 2023

Nikhil Meshram

Indore Institute of Science and Technology

Indore

Dear Mr. Nikhil Meshram,

Subject: Offer of Appointment as **"Graduate Engineer Trainee"**

You may please refer to the interview during the Campus Drive you had with us and we are pleased to offer you the position of **Graduate Engineer Trainee** at **Re Sustainability Limited.**

You are requested to report at our Corporate Office, Hyderabad for an Induction and Orientation Program. Posting Location shall be informed upon your joining.

Date of Induction & Orientation Program shall be informed to you in the subsequent mails.

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

Remuneration & Other Benefits

a) You will be paid CTC of **INR 325000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum.

b) The Company may periodically, modify any remuneration, benefit, facility or perquisite that has been extended to you.

c) You will be entitled to leaves and other benefits as per the policies framed by the Company from time to time, as applicable.

d) Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.

e) You shall execute the service agreement with the company for 2 years at the time of joining.

f) This offer is subject to your fitness and clearance of qualifying exam with a minimum of 60%.

A formal appointment letter will be issued to you upon joining.

We are sure you will be a worthy stakeholder in our Company's growth. We wish you a challenging and rewarding career.

Please fill this google form by 9th May, 2023 as a token of your acceptance.

Best Regards,

K Sri Gayatri

Lead - Talent Development

Re Sustainability Limited

Hyderabad

Institute of Science & Technology IQAC INDORE

Institute of Science & Technology INDORE

Institute of Science & Technology, Indore Placement Cell

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - PRATIMA PATEL







Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ARJCS5615A

SKILLISH 23-45

01/03/2023

Attach / Paste
Your Photo Here

Dear **Pratima patel,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____







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TCS - PRITISH KARMKAR







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Offer: Computer Consultancy
Ref: TCSL/DT20222952087/Mumbai
Date: 01/10/2022

Mr. Pritish Karmkar
101 Bangali ColonyBalghar Road,
Opposite Of Durga Mata Mandir,
Dewas-455001,
Madhay Pradesh.
Tel# 91-9713948902

Dear Pritish Karmkar,

Sub: Letter of Offer

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

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

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

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

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

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TCS Careers Serviceline: 1800 209 [illegible] Email: [illegible]@tcs.com

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Indore Institute of Science & Technology

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

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

HIS offers the following benefits:

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

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

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [illegible]@tcs.com

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Pritish Karmkar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Indore Institute Of Science And Technology**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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TCS Careers Serviceline: 1800 [illegible] careers@tcs.com

Institute of Science and Technology IQAC INDORE
Institute of Science & Technology Indore
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Annexure 2

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

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: ...s.com

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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





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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [illegible]





4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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

10. Equitable Rights

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

11. General

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

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

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

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

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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GODREJ CONSUMER PRODUCTS - PURVA CHOUDHARY

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Rohit Inani <corporate.relations@indoreinstitute.com>

Profiles for Chemical Engineering in Operations Department @ (Godrej Malanpur)

Amit Bahal <amit.bahal@godrejcp.com> Thu, Mar 23, 2023 at 2:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Avinash Mishra <av.mishra@godrejcp.com>

Hello Rohit,

Greetings from Godrej Consumer Products Limited, Malanpur (M.P)

This is to inform you that we had interviewed three shortlist candidates for final round on dated 21st March 2023 named mentioned below, out of three two of them selected by panel board, request you to ask both of them to join Godrej factory on or before 01st April 2023.

1. Purva Choudhary – GET - Operations (Selected)
2. Garima Rajput – GET - Operations (Selected)
3. Shubha Sundaram – Operations (Not Selected)

Thanks your full support for providing the resource timely...

Regards,

Amit Bahal

From: Rohit Inani <corporate.relations@indoreinstitute.com>
Sent: Tuesday, February 28, 2023 2:27 PM
To: Amit Bahal <amit.bahal@godrejcp.com>
Cc: Avinash Mishra <av.mishra@godrejcp.com>
Subject: Re: JD - Operations (Godrej Malanpur)

You don't often get email from corporate.relations@indoreinstitute.com. Learn why this is important

[EXTERNAL MAIL]

Sir,

PFA CVs

Regards

ROHIT INANI

Director, Corporate Relations & Placements

https://www.linkedin.com/in/rohitinani/

+91-9827063083

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ENVISOLVE LLP - RAHUL PAL

Rohit Inani <corporate.relations@indoreinstitute.com>

Selected Candidates List.

Inhibeo Water Solution Technologies Pvt Ltd <sales@inhibeo.com> Sat, Mar 25, 2023 at 3:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Envisolve LLP <sales@envisolve.in>, pradeep chandanan <info@inhibeo.com>

Dear Sir,
Kind Attention, Mr Rohit sir

Greetings from **INHIBEO WATER SOLUTION AND TECHNOLOGIES Pvt.Ltd.!!**

We are glad to announce result of the recruitment drive, we are done with our assessment.
Kindly find the names, and we will provide the offer letter soon, and inform the students with the same.

Name of selected candidates are mentioned below:
FOR INHIBEO:-
1.Piyali Saini - MBA
2.Aman soni - B tech, Mechanical
3.Ganjendra Singh Tomar - B tech, Mechanical

FOR ENVISOLVE

1.Kamal Singh Bisht - MBA
2.Rahul Pal - B tech.(Chemical)
3.Awez Ahmed Khan - B tech, (Civil)
4.Bhuvan Puranik - B tech.(Chemical)

Regards,

Vinayak Kaushal
INHIBEO WATER SOLUTION & TECHNOLOGIES PVT. LTD.

City Office: Inhibeo House, 201, Plot No. 27, Life Care Hospital Road, Scheme No. 78, Indore, Madhya Pradesh, India.
Factory: Plot No. 68, A.B. Road, Parking Area, Niranjanpur, Dewas Naka, Indore
Phone: 0731-4208315, **Cell:** 8149824095
E-mail: technical@inhibeo.com **Web: www.inhibeo.com**
Please consider the environment before printing this email

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SKILLISH - RISHABH MEENA

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-51

01/03/2023

Attach / Paste
Your Photo Here

Dear **Rishabh meena,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

MAYUR UNIQUOTERS - RISHABH NEGI

IDAC Indore Institute of Science and Technology INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Indore Placement Cell

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CIN L18101RJ1992PLC006952.

MAYUR UNIQUOTERS LIMITED

Manufacturers of Artificial Leather/PU, PVC Vinyl

MUL/HR/LOI/2023 **Date: 04th March,2023**

Mr. Rishabh Negi
S/o Vinod Negi
285, Laxmipuri Colony Indore
Indore Madhya Pradesh-452006

Offer Letter / Letter of Intent (LOI)

Mr. Negi,

Congratulation!!

With reference to interview held on 01st March, 2023, we are pleased to offer you **"Graduate Engineer Trainee (GET)"** with **"Production Department"** You will receive Stipend of **Rupees 22,000** (Rupees Twenty Two Thousand Only) per month for your training period.

You will be required to work at **Jaitpura,Jaipur Rajasthan** and you are liable to be transferred from your occupation, section, department, factory or office to any other occupation, section, department, factory or office anywhere in India under the same management at the sole discretion of the management.

Your initial training agreement will be for a period of One Year from the date of joining. Your period of training may be extended further for another Six months subject to degree of learning and performance. After successfully completion of your Training period your performance assessment and CTC correction and retention bonus will be ruled by company entry level policy (WEF 1st Jan 2023 and its annexure). Your on- role Employment Agreement of service is subject to good performance feedback after successfully completion of training period.

For all matter not contained herein, your appointment as Trainee/ Apprentice / Intern shall be governed by The Apprentices Act, 1961 & Apprenticeship Rules, 1992 and the certified standing orders of the company. You are required to join us on or before **10th, March, 2023** otherwise this offer of appointment will automatically be treated as cancelled.

During the Training, this contract of training can be terminated by 15 Days' notice on either side is not bound to give any reason. However it will be the discretion of the management either to accept salary in lieu of notice period or ask to work during the notice period.

We trust the above terms and conditions are acceptable to you and as such you are advised to return the duplicate copy of this offer letter duly signed in token of your acceptance for our records. You are also requested to submit photocopy of your ID Proof, address proof, medical certificate and other educational/academic/technical certificates along with 5 (Five) copies of your latest passport size photographs at the time of joining.

Welcoming you to our organization and wishing you a successful career with us.

* This offer is valid subject to your medical fitness.

Thanking you,
Yours truly,
For **MAYUR UNIQUOTERS LIMITED**

Hemant Singh Fauzdar
Group HR Head

Indore Institute of Science and Technology INDORE IDAG

Indore Institute of Science & Technology, Indore Placement Cell

Indore Institute of Science & Technology INDORE

A Texture For Every Idea

Correspondance Address:
28, 5th Floor, Lakshmi Complex, RI Road, Jaipur-302001 (Rajasthan) India • Tel: +91-141-2561132
Regd. Office & Works: Village Jaitpura, Jaipur-Sikar Road, Jaipur-303704 (Rajasthan) India • Tel: +91-1423-224001
Email: info@mayurindia.com • www.mayuruniquoters.com

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INK MY TASK - RISHIKA SHARMA

Indore Institute of Science and Technology IQAC
Indore Institute of Science & Technology
Indore Institute of Science & Technology, Indore Placement Cell

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InkMyTasK
103, Gurukripa Crystal, Above HDFC Bank,
Chandralok Square, Anand Bazar Road, Indore (452001)
Website www.inkmyask.com
admin@inkmytask.com
+919713470590 +919644056667

Mar 22nd, 2023

Ms. Rishika Sharma

Subject: Offer Letter

We welcome you to the InkMyTask Family!

It is with great pleasure that we offer you the role of **Executive Academic Writer-under Training** for InkMyTask. You will be eligible for **INR 15,000/-** (Rupees Fifteen thousand only) in-hand salary. Further, your training cum probation period will be of 3 months. Post successful completion of your training period cum probation, you will be shifted to 3 LPA CTC plus incentives (Subject to terms and condition of the job position).

Kindly note that your training period is for 3 months only and it is mandatory to finish the entire training period. **Any continuation of employment and payroll offer would be solely at our discretion and on the basis of performance evaluation of training period.**

Further, you need to complete at least one month training from office to claim your eligible compensation.

Date of Joining: 27th Mar 2023.

This offer letter is valid for one week starting from **22nd Mar 2023** post that, it shall automatically expire without any renewal. You are therefore requested to accept the same within the given timeframe.

AUTHORISED SIGNATORY

FOR INKMYTASK

I.....hereby accept the above offer of InkMyTasK
Signature:.....Date:.....
This offer letter is valid only when it is signed by both signatories

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

CONSULTADD - ROHITH S

consultadd

OFFER OF EMPLOYMENT

Mr. Rohith S **29th December 2022**

Consultadd Services Private Limited is delighted to offer you a position as **Management Trainee Engineer.** We trust that your knowledge and skills will be among our most valuable assets and we hopeyou will enjoy your role and make a significant contribution to the success of the company.

Remunerations

If you decide to join us, the company will pay you an annual compensation package **of INR 5,00,000 per annum (INR Five Lakhs only per year)** with a next-due increment in **January 2024.** The salary details are in enclosed annexure

Appointment

The location of job is **Pune, Maharashtra** and the date of commencement would be, **Monday 3rd July 2023.** A detailed appointment letter will be issued to you after the joining, which will govern the term and conditions of your appointment.

The work timings will be Night shift. You may be required to work reasonable additional hours or different shifts when necessary to perform your duties.

Please bring following documents with copies while reporting,

- All mark sheets and certificates of SSC, HSC, degrees.
- Identity Proof (Driving License, Voter ID, PAN Card, Passport)
- Address Proof (Driving License, Passport, Aadhar Card)
- Four Passport size photo

Your appointment is subject to the successful completion of Six months' probation with us. Please note, your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance. Notice period of 30 days is mandatory at the time of resignation. The offer is subject to acceptance of appointment and verification of documents.

Arpita Parlek
Talent Acquisition Specialist
Consultadd Services Pvt Ltd

Office No. 103 PART A WING 1st, Floor No. 1st,
RAYANA GROUP, Survey No. 33/2 behind Mitcon,
Balewadi PUNE (MH) 411045.
www.consultadd.com

Placement Cell

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Personal & Confidential Appendix to offer of employment

Compensation and Benefits

Name: Rohith S

Cost to Company: INR 5,00,000/-

CTC Break-up with PF			CTC Break-up without PF		
Pay Description	**Per Month**	**Annual**	**Pay Description**	**Per Month**	**Annual**
Part A			**Part A**		
Basic Salary	16667	200000	Basic Salary	16667	200000
House Rent Allowance	6667	80000	House Rent Allowance	6667	80000
Transport Allowance	1600	19200	Transport Allowance	1600	19200
Medical Allowance	1250	15000	Medical Allowance	1250	15000
Special Allowance	13483	161800	Special Allowance	15483	185800
Total	39667	476000	**Total**	41667	500000
Part B			**Part B**		
PF contribution (employer contribution)	2000	24000	PF contribution (employer contribution)	NA	NA
Part C			**Part C**		0
deduction			**deduction**		0
Professional Tax	208	2500	**Professional Tax**	208	2500
Employee pf	2000	24000	**Employee pf**	0	0
Net pay (A-C)	37459	449504	**Net pay (A-C)**	41459	497504

Benefits:

1. Regular benefits
   - Night Shift allowance — 350/- per day (if applicable)
   - Medical insurance — Cover Upto 2lakhs annually (includes spouse and child)

2. Pandemic Benefits
   - Wifibenefit — Upto 2000/-permonth
   - Furniture allowance — 6000/- (one time payable)

Office No. 103 PART A WING 1st, Floor No. 1st,
RAYANA GROUP, Survey No. 33/2 behind Mitcon,
Balewadi PUNE (MH) 411045.

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Notes:

1. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governed by the Company's policy.
2. The allowance/benefits are subject to the condition that these will be provided at no additional cost to the company. If any perquisite value is applicable to any of these allowances / benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.
3. Reimbursement: Anytime within three months from Employee's Date of Joining if employee choose to leave Consultadd, he/she is liable to pay furniture reimbursement, Wifi Installation charges and joining kit cost. This is valid from the moment you accept the offer letter.
4. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

For Consultadd Services Private limited

CONSULTADD SERVICES PVT. LTD. PUNE



Office No. 103 PART A WING 1st Floor No. 1st,
RAYANA GROUP, Survey No. 33/2 behind Mitcon,
Balewadi PUNE (MH) 411045.

www.consultadd.com

HIGH BEAM GLOBAL - SANSKRATI JOSHI

Date: Feb 07, 2023

Subject: Offer of Employment

Sanskrati Joshi
D/O Sunil Joshi
Makaan No. 61, Ward No. 12,
T Sailana, Sadar Bazar, Sailana
Ratlam, Madhya Pradesh-457550

Dear **Sanskrati,**

It gives us immense pleasure in inviting you to join **HBG Knowledge Services Pvt. Ltd.** as one of its valuable members. Please find below the joining details:

Designation: "Research Analyst–Market Research"
Compensation: Gross compensation of **INR. 4,95,326** per annum.
Confirmed date of joining: 13th Feb' 2023 (Monday)
***If unable to join on the said date, this Offer of Employment will stand null and void.*

A final appointment letter will be issued to you after final joining formalities post 1 month. You will be given 2 copies, 1 of which will be retained by us in your official file for documentation.

You will be on probation for a period of **Three months** from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

On your joining day, you will be required to submit the following documents for our records. You must get 1 set of duplicates along with the originals for verification, as mentioned in the list below:

1. All education (10th, 12th and Graduation), both degrees and Mark sheet.
2. Aadhar Card
3. Pan Card
4. Two coloured passport size photographs
5. Experience letter of your last organization.

Company Restricted Confidential Document Ver 1

HBG Knowledge Services Pvt. Ltd.
Plot # 103, 3rd Floor, Udyog Vihar, Phase – 1, Gurugram – 122016, (Haryana)
Phone: +91-124-4879699,
Email: info@hbgknowledge.com Website: www.hbgknowledge.com

6. Offer Letter of your last organization.
7. Last 3 Month Pay Slips.
8. Relieving or Experience letter

While welcoming you to HBG Knowledge Services Pvt. Ltd. We are confident that you will contribute to the organization and its goals.

Sincerely,
HBG Knowledge Services Pvt. Ltd.

Company Restricted Confidential Document Ver 1

HBG Knowledge Services Pvt. Ltd.
Plot # 103, 3rd Floor, Udyog Vihar, Phase – 1, Gurugram – 122016, (Haryana)
Phone: +91-124-4879699,
Email: info@hbgknowledge.com Website: www.hbgknowledge.com

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Compensation & Benefits:

1. All entitlements given below are applicable after you have joined HBG Knowledge Services Pvt. Ltd. The entitlements are subject to company policies/procedures/guidelines that may be issued/modified from time to time. All perquisites and benefits including reimbursements are subject to Income Tax provisions.

2. These entitlements shall cease upon the termination of your employment with HBG Knowledge Services Pvt. Ltd. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with your HR team for details.

3. There will be 14 days training period at the start. You will be issued an appointment letter subject to review upon completing the training period. Should you decide to leave the company during the training period, joining will be considered null and void, and the company will not be liable to pay you any compensation for the days spent in training.

4. Taxation will be governed by the income tax rules. The company will be deducting income tax at source as per income tax guidelines.

Annexure-1		
Name	Sanskrati Joshi	
Designation	Research Analyst	
Date of Joining	13th Feb 2023	
Department	Market Research	
City	Jaipur	
Compensation Headers	Monthly	Annually
Basic Pay	15125	181500
HRA	9075	108900
Bonus	2329	27948
Travel Allowance	1694	20328
Medical Allowance	2027	24324
Total Fixed Salary	30250	363000
Benefits & Retirals		
Employer PF Contribution	1950	23400
*Gratuity	727	8726
**Performance Variable/ Incentives		
Monthly	5000	60000
***Other Allowance (Annual)	3300	39600
Other Statutory Contribution		
****Labour Welfare Fund	50	600
Total CTC	41277	495326
Employee PF Contribution	1800	21600
LWF	0	0
Medical Insurance	411	4932
In Hand (Excluding Tax)	28039	336468

NOTE: The Company, at any time, reserves the right to review and restructure its Compensation Package.

HBG Knowledge Services Pvt. Ltd.
Plot # 103, 3rd Floor, Udyog Vihar, Phase – 1, Gurugram – 122016, (Haryana)
Phone: +91-124-4879699,
Email: info@hbgknowledge.com Website: www.hbgknowledge.com

Please see below for more details:

*Gratuity will be paid as per the Gratuity Act 1972

**Performance Variable to be paid annually basis the performance percentage. The mentioned amount is based on 100% performance; amount may vary basis the targets vs achievement. The targets will be discussed by the reporting manager.

***Labour Welfare fund- is paid as labour welfare contribution to Haryana government by the organization. NA for Jaipur location.

NOTE: On the first day of joining, employee needs to sign 1 year of service agreement.

For HBG Knowledge Services Pvt. Ltd.

HBG Knowledge Services Pvt. Ltd. Gurgaon

Monika Ahuja
Associate Director- Human Resource

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

HBG Knowledge Services Pvt. Ltd.
Plot # 103, 3rd Floor, Udyog Vihar, Phase – 1, Gurugram – 122016, (Haryana)
Phone: +91-124-4879699,
Email: info@hbgknowledge.com Website: www.hbgknowledge.com

Indore Institute of Science & Technology Placement Cell Indore

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SKILLISH - SHRASHTI CHANDEL

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-61

01/03/2023

Dear **Shrashti chandel,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Placement Cell

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

Sl.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

Placement Cell

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Placement Cell

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SKILLISH - SIDDHI SHUKLA

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-64

01/03/2023

Attach / Paste
Your Photo Here

Dear **Siddhi Shukla**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
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COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will *lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you* onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

9205544402 skillish.in hr@skillish.in

Placement Cell

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

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1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

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- During the training period you will not receive any of the employee benefits that regular employees receive.

Placement Cell

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Institute of Science and Technology IQAC INDORE

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MINDIII SYSTEMS - VANDANA LAKSHKAR

MINDIII SYSTEMS

502-504, 5th Floor, Krishna Tower
Pipliyahana Square, Indore,
Madhya Pradesh (India)

Dear **Vandana Lakshkar,**

We are delighted to offer you as a **Jr. Software Engineer** with MINDIII Systems Pvt. Ltd. We are excited about the potential that you bring to the organization. As discuss during interview the job location will be at our Indore development office. You will be reporting directly to the supervisor. The organizational structure and your job description will be explained to you on joining.

Compensation – Your monthly salary breakdown is below.

1. Including probation period for 1st-6th month your salary will be Rs. 8000. From the 7th - 12th month your salary will be Rs. 12000 and from the 13th-18th month your salary will be Rs. 15000. PF benefits will be extra provided as per Govt. Law.
2. Further salary increment will be as discussed and evaluated by your performance.

There will be bonus for appreciable work according to project strength. Please note that to extend our offer of employment to you as **Jr. Software Engineer**, with MINDIII Systems Pvt. Ltd. Joining, **June 26, 2023** as per the details given below at MINDIII Systems Pvt. Ltd, one of our goals is to give all our people the opportunity to pursue their career, to achieve their personal best, and to balance their personal and Professional goals. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Nature of work – You will be working 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 seniors time to time.

Condition of Hire – Your employment is based on the information furnished by you. Your employment which is due in course is subjected to all declarations and undertaking. Any false or information furnished as above will lead to your dismissal without notice. You hereby warrant that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform the duties of your employment. You will be governed by all the other instructions\rules\policies of the company, which are not specially mentioned in the letter. For clarification, if any, regarding these instructions\rules\policies please get in touch with the HR department.

This offer is made to you on the basis of the information and documents that you have furnished to the Organization/Company as on date of offer.

The Organization/Company reserves the right to conduct background checks, directly or indirectly at any time, to verify such information and documents that you would provide in support of your age, academic qualifications, previous work experience and relieving letter from your last employer, and other particulars at the time of your joining. If any discrepancies are found in such documents of information or if the results of such background checks are found to be misleading and unsatisfactory, as determined by the Organization, in its sole discretion, the Organization may withdraw/cancel this offer of employment. However, if at any time post joining it is found that, the Organization is not satisfied with the results of your background check or you have furnished false information or withheld or suppressed any material fact or information, the Organization shall be entitled to forthwith terminate your employment without notice in terms with the Employment Agreement separately executed.

Institute of Science & Technology IOAC INDORE

Science & Technology Indore Placement Cell

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Your employment will be governed by the terms and conditions detailed in the separate employment agreement executed after the acceptance of this offer.

You will be governed by the policies currently in practice and/or as may be implemented in the future, and as may be amended from time to time by the Organization, and you will abide by the policies therein.

On joining, you will be required to sign an employment agreement based on the terms and conditions of this employment with the authorized person of the Organization.

Annexure – C Listed below are the documents that you need to furnish (in Photocopy) at the time of joining. Joining will not happen without these documents.

- Appointment Letter accepted and signed by you. (MINDIII offer letter)
- Date Of Birth Proof (ONE of the following: Birth Certificate, Class 10 Board Certificate,
- Passport, Pan Card, Voters ID Card, Driving license
- Photo ID (ONE of the following: Voters ID, Driving license, Photo Credit Card, Passport, Ration Card or PAN card
- Address proof (ONE of the following: Passport, Electricity bill (latest) of Self or Parents, Bank Statement (Latest), Ration Card, Telephone landline bill (Latest) of self or Parents or Current lease deed with you or Parents as lessee or Co lessee)
- Academics: Most recent qualifications and Highest Qualification certificate
- Professional Relieving Letter from previous employer
- Last Pay slip drawn
- Nationality Proof (Voter ID, Passport, Driving license or any government approved proof indicating nationality)
- 2 recent passport size photographs

This offer of appointment is valid subject to your joining MINDIII Systems Pvt. Ltd. June 26, 2023 as per the terms and conditions of employment and the letter duly signed by both the parties on the date of joining, we believe we can provide you with an atmosphere in which you can develop your professional talents. We look forward to having you join MINDIII Systems Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance. We look forward to having you in MINDIII team.

For Mindiii Systems Pvt. Ltd.
CIN : U72900MP2017PTC042604
Yours Sincerely,
Director

Braj Mohan Sharma

I accept the above offer on the terms indicated. Further, I also confirm that I have read and understood the following Annexure (which are enclosed to the above offer letter) and hereby assure that I will abide to all the conditions mentioned.

Employee Signature:

Date: June 26, 2023

Placement Cell

PROPERTY PISTOL - VISHAL KUMAR SINGH

Indore Institute of Science & Technology ★ INDORE ★

Indore Institute of Science & Technology ★ IQAC ★ INDORE ★

Indore Institute of Science & Technology ★ Placement Cell ★ Indore

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PROPERTYPISTOL.com
NO ONE TARGETS YOUR NEED BETTER

Date: 27th February 2023

Name of Candidate: **Mr. Vishal Kumar Singh**

Subject: Offer Letter

Dear **Vishal,**

We have pleasure in offering you a position of **"Assistant Sales Manager"** at **Panvel** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **14th June 2023.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

A. N. Agarwal

Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Vishal Kumar Singh**

Placement Cell

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Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	**28000**	**336000**
Deduction		
P.T.	200	2500
Net Salary	**27800**	**333500**
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	**68000**	**816000**

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

CONSULTADD - YUVRAJ SINGH NARUKA

Biplab Dey <biplab.dey@indoreinstitute.com>

Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> Mon, Dec 26, 2022 at 2:31 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Biplab Dey <biplab.dey@indoreinstitute.com>, Vimmy Katyal <vimmy.katyal@indoreinstitute.com>

Dear All,

Greetings from IIST,Indore..!!

First of all, thanks for your active participation in making the event successful .

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship
Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar8735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let us know if you need any further information.

Kundan Bhavsar
Training & Placement Officer
Mobile No : 9229222023
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore, Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

Indore Institute of Science & Technology | Indore Institute of Pharmacy | Indore Institute of Management & Research
Affiliated to - RGPV(Bhopal) & DAVV(Indore) | Approved by - AICTE(New Delhi) & PCI(New Delhi)

---------- Forwarded message ---------
From: **Anupama Joshi** <anupama.j@consultadd.com>
Date: Mon, Dec 26, 2022 at 1:16 PM
Subject: Re: Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship

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Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9480@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 26, 2022 at 12:40 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
> Hello Sir,
>
> With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.
> Kindly let me know if you need any further information.
>
> Thanks & Regards
> Anupama Joshi
> HR Team
>
> On Mon, Dec 19, 2022 at 4:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
> > Hello Sir,
> >
> > I'm sharing data of students who have cleared the coding round.
> > Kindly let me know if you need any help.
> >
> > Thanks and Regards
> >
> > On Sat, Dec 17, 2022 at 8:22 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
> > > Hello Sir,
> > >
> > > I'm sharing data of students who have cleared the coding round. There are more students for the same I'll share that list soon with you.
> > > Kindly let me know if you need any help.
> > >
> > > Thanks and Regards
> > > Anupama Joshi
> > >
> > > On Fri, Dec 16, 2022 at 7:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
> > > > Hello Sir,
> > > >
> > > > I'm sharing data of those students who were unable to get the link.
> > > > Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.
> > > > Kindly consider this list.
> > > >
> > > > Thanks & Regards
> > > > Anupama Joshi
> > > >
> > > > On Fri, Dec 16, 2022 at 7:20 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
> > > > > Hello Sir,
> > > > >
> > > > > I'm sharing data of those students who were unable to get the link.
> > > > > Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.
> > > > >
> > > > > Thanks & Regards
> > > > > Anupama Joshi
> > > > >
> > > > > On Wed, Dec 14, 2022 at 11:52 AM Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> wrote:
> > > > > > FYI
> > > > > > [Quoted text hidden]
> > > > > > [Quoted text hidden]
> > > > > [Quoted text hidden]

Indore Institute of Science & Technology, Indore ★ Placement Cell ★ INDORE

Indore Institute of Science & Technology ★ INDORE

Indore Institute of Science & Technology ★ IQAC ★ INDORE

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ENVISOLVE LLP - AWEZ AHMED KHAN

Rohit Inani <corporate.relations@indoreinstitute.com>

Selected Candidates List.

Inhibeo Water Solution Technologies Pvt Ltd <sales@inhibeo.com> Sat, Mar 25, 2023 at 3:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Envisolve LLP <sales@envisolve.in>, pradeep chandanan <info@inhibeo.com>

Dear Sir,
Kind Attention. Mr Rohit sir

Greetings from **INHIBEO WATER SOLUTION AND TECHNOLOGIES Pvt.Ltd.!!**

We are glad to announce result of the recruitment drive, we are done with our assessment.
Kindly find the names, and we will provide the offer letter soon, and inform the students with the same.

Name of selected candidates are mentioned below:
FOR INHIBEO:-
1.Piyali Saini - MBA
2.Aman soni - B tech. Mechanical
3.Ganjendra Singh Tomar - B tech. Mechanical

FOR ENVISOLVE

1.Kamal Singh Bisht - MBA
2.Rahul Pal - B tech.(Chemical)
3.Awez Ahmed Khan - B tech. (Civil)
4.Bhuvan Puranik - B tech.(Chemical)

Regards,

Vinayak Kaushal
INHIBEO WATER SOLUTION & TECHNOLOGIES PVT. LTD.

City Office: Inhibeo House, 201, Plot No. 27, Life Care Hospital Road, Scheme No. 78, Indore, Madhya Pradesh, India.
Factory: Plot No. 68, A.B. Road, Parking Area, Niranjanpur, Dewas Naka, Indore
Phone: 0731-4208315, **Cell:** 8149824095
E-mail: technical@inhibeo.com **Web: www.inhibeo.com**
Please consider the environment before printing this email

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Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science & Technology INDORE

TECHINFINI - CHANCHAL SUNHARE

TechInfini Solutions Pvt. Ltd.

Ref. No.: HR/2304-25

April 14, 2023

Chanchal Sunhare,
Indore (M.P)

OFFER LETTER

Dear Ms. Chanchal Sunhare,

We are pleased to inform you that after careful consideration, **TechInfini Solutions Pvt. Ltd.** has decided to offer you employment as an **Associate Software Engineer**. We made this decision based on, in part, the information you provided us regarding your fitness to work.
We have outlined the principal conditions and terms of our offer below.Please review and contact us as soon as possible should you require any additional information.

Confidentiality: Your offer of employment is conditional upon your acceptance and observance of the company confidentiality policy. As an employee of **TechInfini Solutions Pvt. Ltd.** you will have access to certain company confidential information and you may, during the course of your employment, develop certain information, ideas, inventions, which will become the property of **TechInfini Solutions Pvt. Ltd.** We wish to impress upon you that we do not wish to bring with you any confidential or proprietary material of any former or to violate any other obligation to your former employer. Also you present that you are not subject to any restrictions that prevent you from working for **TechInfini Solutions Pvt. Ltd.**

Date of Appointment: Tentative Date of joining first week of **June, 2023** (After submission of Assignment).

Full Time Position: Your position is a full time employment with the company and you are expected to devote yourself exclusively to the business of the company. The timings will be 09:30 AM to 07:00 PM Mondays to Friday of the month. . We are working in shifts, we will shift you in different shifts as per project/company requirement.

Yours Responsibilities:

- Developing required skills to work
- Perform work as per assigned to you.
- You should follow all the rules and regulations set by the management to you.
- You will not enter into any agreement, which conflicts with your duties or obligation to the company.
- You should not perform any act that will harm the reputation of the company.

TechInfini Solutions Pvt. Ltd.

Salary and Allowances: Your Probation Period will be 6 months from the date of your joining including your 3 months of training period. You will be provided a monthly stipend of INR. 10,000/- for 2 months starting from the first month of your training. You will be eligible for a monthly CTC of INR 18,000/- for the next 4 months of your probation period. With the successful completion of the probation period, you will be promoted as an Associate Software Engineer and your CTC will be INR 3,00,000/- per annum for 15 months. You shall receive your payment on or before 10th of every month. Holidays, leave and other company policies can be found in the Employee Handbook document which will be shared with you at the time of your joining. You will be entitled to all allowances and benefits as decided by the management.

Minimum Commitment Duration: You will be required to serve for a minimum 21 months with the company. Failing this will require you to pay us an amount equal to INR 100,000. Though we would never like that but after 21 months, in case for any reason you want to leave the organization you have to give us a 60 working day notice period in writing. If the notice period is not served out then the company can take a legal action against you.

TechInfini Solutions Pvt. Ltd. is not bound with any minimum commitment duration to receive your services. We have all rights to discontinue your services anytime.

We look forward to your joining the **TechInfini Solutions** team. We are confident that you will enjoy working with us, learn, deliver and have fun.

Sincere Regards,

Rahul Raghuwanshi
Director
TechInfini Solutions Pvt. Ltd.

ACCEPTED & AGREED:

Name:

Place:

Date:

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BURNS & MCDONNELL - DIVYA PATEL

BURNS McDONNELL INDIA

Our ref: PERS:

November 24, 2022

MS. DIVYA PATEL
Ramlal Patel, Ward no. 04, Near gandhi bhawan, Village Bhadangya, Post Sirpur, Tehsil Khalwa,
District Khandwa, Madhya Pradesh 450117.

SUB: APPOINTMENT AS TRAINEE ENGINEER – STRUCTURAL (ENR)

DEAR MS. PATEL,

Subsequent to the interview you had with us, we take pleasure in offering you the position of **TRAINEE ENGINEER – STRUCTURAL (ENR)** in our organization on the terms and conditions explained to you.

You will join us on or before July 3, 2023.

You are requested to bring the original copy of following documents on the date of joining.

1. All certificates pertaining to Education
2. Age Proof any (School/College Leaving OR SSC passing Certificate OR Birth Certificate from any Local Authority.)
3. 2 – Photographs of I-Card Size in blue background.
4. Proof of Blood Group
5. Copy of Passport 1
6. PAN Card Photocopy
7. PF UAN (Unique Account Number)
8. Aadhar Card Photocopy

A detailed letter of appointment will be issued to you on your joining our organization.

Please return the duplicate of this letter duly signed in token of having accepted the offer.

Thanking you,

Very truly yours,

BURNS & McDONNELL ENGINEERING INDIA PVT. LTD.

Aarti Gupta

AARTI GUPTA
SECTION MANAGER - HR

I agree and accept the same.

DIVYA PATEL

Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

Burns & McDonnell Engineering India Pvt. Ltd.
6th Floor\ Block A\ Godrej IT Park-P2 \ Godrej & Boyce Complex,
Pirojshanagar \ LBS Marg \ Vikhroli (West) \ Mumbai 400079 \ India
O: 91-22-2519-6600 \ F: 91-22-2518-8194

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CONSULTADD - AARTI BHAWSAR

consultadd

OFFER OF EMPLOYMENT

Name- Ms. Aarti Bhawsar **9th November, 2022**

Consultadd Services Private Limited is delighted to offer you a position as **Software Engineer Level 1.**We trust that your knowledge and skills will be among our most valuable assets and we hope you will enjoy your role and make a significant contribution to the success of the company.

Remunerations

If you decide to join us, the company will pay you an **annual compensation package of INR 8,00,000 per annum** (INR Eight lakhs only per year) and it will be revised from 1st Jan 2024 with a next due increment on July 2024.The salary details are in enclosed annexure.

Appointment

The location of job is **Pune, Maharashtra** and date of commencement would be, **Monday 3rd July, 2023.** A detailed appointment letter will be issued to you after the joining, which will govern the term and conditions of your appointment.

The work timings will be flexible shift. You may be required to work reasonable additional hours or different shifts when necessary to perform your duties.

Please bring following documents with copies while reporting,

- All mark sheets and certificates of SSC, HSC, degrees.
- Identity Proof (Driving License, Voter ID, PAN Card, Passport)
- Address Proof (Driving License, Passport, Aadhar Card)
- Four Passport size photo

Your appointment is subject to the successful completion of internship with us from your date of joining. Please note, your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance. Notice period of 30 days is mandatory at the time of resignation. The offer is subject to acceptance of appointment and verification of documents.

Anupama Joshi
Talent Acquisition Specialist
Consultadd Services Pvt Ltd

Institute of Science & Technology IPC IMDORE

Indore Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology INDORE

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consultadd

Personal & Confidential Appendix to offer of employment

Compensation and Benefits

Name- Ms. Aarti Bhawsar

Cost to Company: INR 8,00,000/-

CTC Break-up with PF			CTC Break-up without PF		
Pay Description	**Per Month**	**Annual**	**Pay Description**	**Per Month**	**Annual**
Part A			**Part A**		
Basic Salary	26667	320000	Basic Salary	26667	320000
House Rent Allowance	10667	128000	House Rent Allowance	10667	128000
Transport Allowance	1600	19200	Transport Allowance	1600	19200
Medical Allowance	1250	15000	Medical Allowance	1250	15000
Special Allowance	23283	279400	Special Allowance	26483	317800
Total	63467	761600	Total	66667	800000
Part B			**Part B**		
PF contribution (employer contribution included)	3200	38400	PF contribution (employer contribution)	NA	NA
Part C			**Part C**		
Deduction			**Deduction**		
Professional Tax	208	2500	Professional Tax	208	2500
Employee PF contribution	3200	38400	Employee pf contribution	0	0
Net pay (A-C)	60059	720704	**Net pay (A-C)**	66459	797504

Benefits:

1. Regular benefits
   - Night Shift allowance — 350/- per day (if applicable)
   - Medical insurance (includes spouse and child) — Cover Upto 2lakhs annually

2. Pandemic Benefits
   - Wifi benefit — Upto 2000/-per month
   - Medical benefit — 1000/-per month
   - Furniture allowance — 6000/- (one time payable)

NOTE: Benefit are subjected to change based on companies Discretion.

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Notes:

1. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence,authorized absence for any period beyond the leave entitlement, damage to property of thecompany and all other matters as governed by the Company's policy.

2. The allowance/benefits are subject to the condition that these will be provided at no additional cost to the company. If any perquisite value is applicable to any of these allowances / benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, in accordance with the tax laws.

3. Reimbursement: Anytime within three months from Employee's Date of Joining if employee choose to leave Consultadd, he/she is liable to pay furniture reimbursement, Wifi Installation charges and joining kit cost. This is valid from the moment you accept the Internship offer letter.

4. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

For Consultadd Services Private limited

CONSULTADD SERVICES PVT LTD PUNE



Office No. 103 PART A WING 1st, Floor No. 1st,
RAYANA GROUP, Survey No. 33/2 behind Mitcon,
Balewadi PUNE (MH) 411045.

www.consultadd.com

SKILLISH - AAYUSHI BHAWSAR







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-26

01/03/2023

Attach / Paste
Your Photo Here

Dear **Aayushi bhawsar**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Indore Institute of Science & Technology IDAC

Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science & Technology IIST

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ARJCS5615A

- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Institute of Science & Technology, Indore * INDORE * IGAC

Indore Institute of Science & Technology, Indore ★ Placement Cell

Indore Institute of Science & Technology * INDORE *

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

AVIZVA - ADITI CHOURASIA

AVIZVA

Letter of Intent

Date: 6th December 2022

Aditi Chourasia

Dear Aditi

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Institute of Science & Technology, Indore IQAC INDORE

Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology INDORE

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Aditi Chourasia
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Anukampa Dubey
Senior Manager- Talent Acquisition

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Institute of Science & Technology INDORE

Indore Institute of Science & Technology Placement Cell

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

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10. Performance Of Duties:

10.1.You will report to the person as nominated by the Company at the time of your joining

10.2.On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3.You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4.You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5.You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6.It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1.You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2.Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3.Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4.Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5.Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6.Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7.Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8.If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.- Based on your performance so far
- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10.Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11.Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information

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12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!

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Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

PROPERTY PISTOL - ADITYA GUPTA

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PROPERTYPISTOL.com
NO ONE TARGETS YOUR NEED BETTER

Date: 27th February 2023

Name of Candidate: **Mr. Aditya Gupta**

Subject: Offer Letter

Dear **Aditya,**

We have pleasure in offering you a position of **"Assistant Sales Manager"** at **Panvel** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **19th April 2023.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Aditya Gupta**

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Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	**28000**	**336000**
Deduction		
P.T.	200	2500
Net Salary	**27800**	**333500**
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	**68000**	**816000**

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

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TCS - ADITYA KUMAR PANDEY







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Offer: Computer Consultancy
Ref: TCSL/DT20223051032/Mumbai
Date: 24/11/2022

Mr. Aditya Kumar Pandey
19/1Kothari Line, Godaripara,
Near Csp Office,
Chirimiri-497553,
Chattisgarh.
Tel# -

Dear Aditya Kumar Pandey,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 60 dia
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: cares@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2100 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
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PERFORMANCE PAY

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

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

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

HIS offers the following benefits:

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

Placement Cell

1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

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

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Aditya Kumar Pandey**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Indore Institute Of Science & Technology - Indore**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

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10. Equitable Rights

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

11. General

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

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

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

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

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Tata Consultancy Services Limited
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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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AVIZVA - ADNAN QURESHI

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AVIZVA

Letter of Intent

Date: 6th December 2022

Adnan Qureshi

Dear Adnan

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Adnan Qureshi
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-.*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Anukampa Dubey
Senior Manager- Talent Acquisition

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

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10. Performance Of Duties:

10.1.You will report to the person as nominated by the Company at the time of your joining

10.2.On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3.You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4.You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5.You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6.It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1.You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2.Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3.Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4.Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5.Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6.Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7.Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8.If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.- Based on your performance so far
- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10.Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11.Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information

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12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!

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TCS - AKSHAT UDEENIYA

Offer: Computer Consultancy
Ref: TCSL/DT20222835789/Mumbai
Date: 24/11/2022

Mr. Akshat Udeeniya
982, Sudama Nagar ,IndoreSudama Nagar Indore,
Phooti Khoti,
Indore-452009,
Madhya Pradesh.
Tel# -9098898563

Dear Akshat Udeeniya,

Sub: Letter of Offer

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

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

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

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

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

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TCS Careers Serviceline: 1800 209 3111 Email: [illegible]@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

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

HIS offers the following benefits:

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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3171 Email: careers@tcs.com

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

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

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Akshat Udeeniya**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Indore Institute Of Science & Technology**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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





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4. **Prior knowledge**

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

5. **Use of third party material**

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

6. **Security policies and Guidelines.**

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

7. **Working in SBWS Framework:**

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 ... s.com

IQAC
Placement Cell

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

TATA CONSULTANCY SERVICES
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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

10. Equitable Rights

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

11. General

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

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

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

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

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

Placement Cell

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2[illegible] Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 [illegible] Email: careers@tcs.com

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

ILINK DIGITAL - AMAN MALVIYA

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iLink Multitech Solutions
Thinking Beyond

10/10/2022

WELCOME LETTER

Dear Aman Malviya,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

Institute of Science & Technology IQAC INDORE

Institute of Science & Technology INDORE

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

Institute of Science & Technology Indore Placement Cell

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CLEARTRAIL - ANKIT YADAV

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology Placement Cell Indore

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ClearTrail

Date: 21-Dec-2022

To,
Ankit Yadav
Pithampur Road opp. Indian Institute of Management, Rau, Indore
Rau, Indore - 453331

Dear **Ankit Yadav**,

Pursuant to our discussions, **ClearTrail Technologies Pvt. Ltd.** is pleased to make you an offer of employment as **Trainee** at grade **X** starting on **26-Dec-2022.**
Your Stipend will be INR **10000**/- per month.

All terms and conditions of your engagement will be in accordance with this letter read along with (i) Annexure A to this letter, (ii) the Appointment Letter (to be issued to you on successful completion of your Training and fulfillment of all documentation requirement), ((iii) the Non- Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for training engagement. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

You will be eligible to join as **Associate Software Engineer** at Grade **G4** only after successful completion of your Post-graduate degree and on submission of the pass certificate, your CTC will be revised to **500000** .

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of training engagement. The Company reserves the right to withdraw this offer of training engagement (for training) without any obligation whatsoever, if it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or

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ClearTrail

contractual or other obligation may limit ability of company to engage the candidate in business activities of the Company.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your attorneys and accountants, for seeking their advice) without our prior written consent.

Should you accept our offer, on the Day of Joining, please meet our HEG Personnel at 10:30 AM along with the following documents:

1. Signed copy of the accepted offer Letter
2. Copy of Aadhar card
3. Copy of Pan Card (kindly apply for the same in case if you don't have one) - 3 Copies
4. Copy of Passport (kindly apply for the same in case if you don't have one)
5. Copy of 10th, 12th, Graduation and Post graduation mark sheets and degree
6. Address Proof

You will be required to submit original copy of all your mark sheets starting from 10th onwards till your last degree and your experience certificate. They are required for initiating and completing our background verification process. All these documents will be taken against an official certificate that will also assure that the documents will be returned within 4 weeks and that they have been retained for verification purpose.

Sincerely,

DocuSigned by:
Mitu Gonja
51D3E993625147D...
Authorized Signatory

Encl.

Annexure A: Terms and Conditions of training engagement
I hereby unconditionally accept all the terms and conditions of this offer for employment with ClearTrail Technologies Pvt. Ltd.. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name:
Date:

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Indore Institute of Science & Technology Placement Cell

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Annexure A

Terms and Conditions of Employment

If you accept the Company's offer of employment the following terms and conditions (or as may be modified from time to time) will operate and govern your employment with ClearTrail Technologies Pvt. Ltd..

1. You may be posted or transferred to any unit/ office/ branch/ location of the Company or to any of our group /associate companies at any time in any part of India or abroad, at the sole and absolute discretion of the Company. You may also be assigned to projects that require you to travel within and out of India. In the instance of your travel on behalf of the Company, you shall be entitled to reimbursement of expenses and allowances as per applicable Company policies. Further, in such case, you shall also be bound by any policy of such other office or associate companies, in existence at the date of this Agreement or that may be subsequently framed by the Company or the associate companies.

2. You are required to abide by the rules and regulations of the office and are required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time. By accepting this offer and joining the Company, you are accepting all the prevailing policies of the Company and any future changes in the policies from time to time.

3. In the event you wish to resign from your employment with the Company, you would be required to give 2 Months notice to the Company.

4. The Company may terminate your employment by giving 2 Months notice. The Company may also terminate your employment with immediate effect, (without any notice or payment in lieu of notice) in the event of any misconduct on your part, including (i) fraudulent, dishonest or undisciplined conduct, (ii) breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you, (iv) insolvency or conviction for any offence involving moral turpitude, (v) breach of any terms or conditions of employment (vi) irregularity in attendance, or unauthorized or unapproved absence from the place of work, (vii) going on or abetting a strike in contravention of any law for the time being in force, (viii) conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (ix) misconduct as provided under the labour laws or under Company's policies.

5. You would be entitled to take leaves as per the Company's Annual Leave Policy.

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ClearTrail

6. You agree to devote your full working time and attention exclusively for the Company's work and responsibilities assigned to you. You will not engage in any other commercial or business activity, even part time, for any monetary gains.

7. You agree that you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon Company, without obtaining a specific prior written permission from the Company. You shall also not communicate with the media in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

8. You agree to sign the Non Disclosure Agreement with the Company on the first day of your joining before any work allocation.

Authorized Signatory

ClearTrail Technologies Pvt Ltd
CIN: U31200DL2004PTC179210
(SEZ Indore Unit-I) 4-B, Third Floor, STP-II, Crystal IT Park, SEZ, Ring Road, Indore-452001 (M.P.) INDIA
Regd. Office: 901 A 9th Floor, Hemkunt Chamber, 89 Nehru Place, New Delhi-110019

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ClearTrail

Appointment commitments

Name:	Ankit Yadav
DOJ:	26-Dec-2022
Skill Set:	C/C++
Source:	RecruiterUpload
Salary:	Stipend of Rs.10000/- Per Month
Designation/Grade:	Trainee/X Commitments at the time of Negotiation: Any Project Promised:C++ Commitment Clause: 0

Commitments at the time of Negotiation:

Any Project Promised: **C++**

Commitment Clause: Your fixed stipend would be Rs. 10000- Per Month. You will be eligible to join as an **Associate Software Engineer** at Grade **G4** only after successful completion of your graduate degree and on submission of pass certificate, your CTC will be revised to 500000 .

DocuSigned by:
Mtin Goja
B1D3E903826147D...

Authorized Signatory:

DocuSigned by:
Ankit
FF1F1920A41C491...

Candidates Signature:

Indore Institute of Science & Technology * INDORE *

IIST IDAC INDORE

Indore Institute of Science & Technology Placement Cell

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BYJU'S - ANSHIKA GUPTA





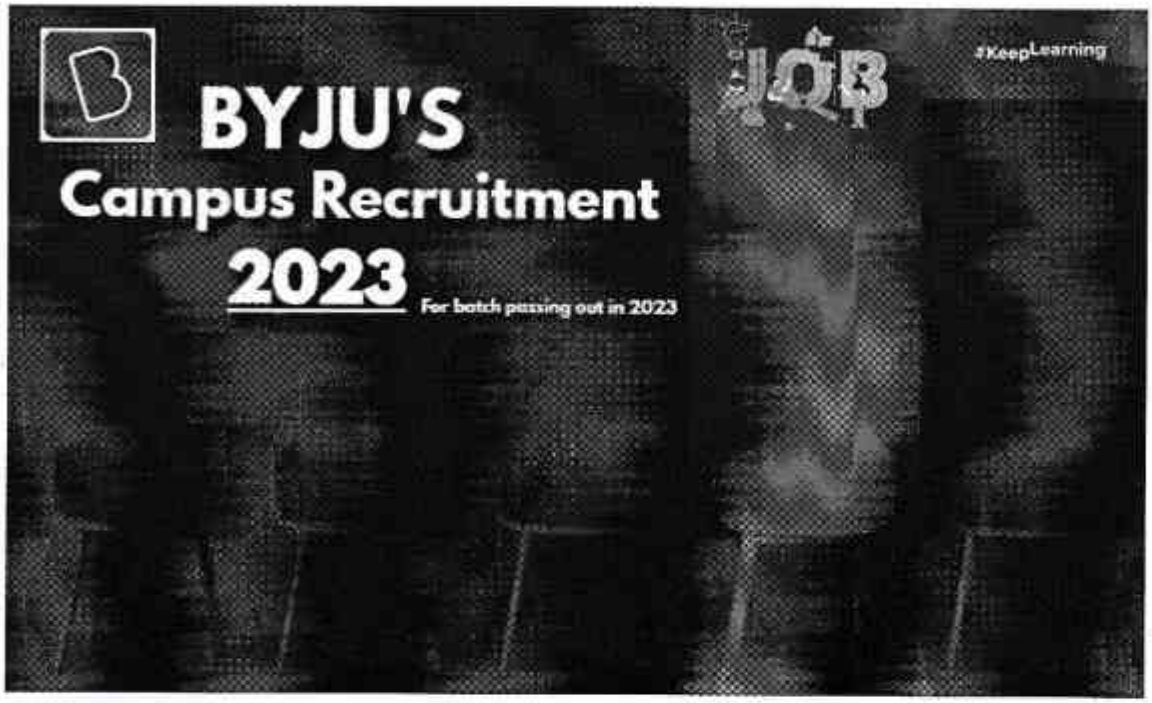




Biplab Dey <biplab.dey@indoreinstitute.com>

BYJUS CAMPUS DRIVE RESULT 2023 - Indore Institute of Science &Technology (IIST)

Byjus Campus <campus@byjus.com> Fri, Mar 3, 2023 at 11:10 AM
To: biplab.dey@indoreinstitute.com
Cc: Arun Kumar C P <arun.kumar@byjus.com>, Devashish Pundlik <devashish@byjus.com>, Parikshit Kochhar <parikshit.kochhar@byjus.com>, keerthana sudheer <keerthana.sudheer@byjus.com>



Hello

Greetings from Byju's.

Please find below the result for the drive held at IIST.

A total of 5 students have been selected at BYJU'S – The Learning App.

Candidate Name	Email ID	Campus Name	Expected Internship Joining date
Garima Vyas	garimavyas29@gmail.com	IIST	10th March 2023
Ankur Hardia	Ankurhardia4@gmail.com	IIST	10th March 2023
shivank pateriya	shivankpateriya03@gmail.com	IIST	10th March 2023
Anshika Gupta	guptaanshika962@gmail.com	IIST	10th March 2023
Sayyed Dayaan Ali	Sayyeddayaanali@gmail.com	IIST	10th March 2023

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail IDs.

Placement Cell

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Details on final role location will be shared within 1-2 days. Meanwhile please ensure that the candidates are **registered in the mention portal within the next 24 hours**.

Portal Registration Link https://career10.successfactors.com/sfcareer/jobreqcareerpvt?jobId=15454&company=thinkandle&st=678B85E30E0AF6BC33134F0FCDA43891E007F911

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

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STEPS TO REGISTER.docx
14K

IQAC

Placement Cell

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FUSION GLOBAL SOLUTIONS - ANSHIKA NEMA

Indore Institute of Science & Technology, Indore
Placement Cell

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fusion
GLOBAL BUSINESS SOLUTIONS

LETTER OF OFFER FOR TRAINEE

Date: 22nd Apr 2023

To
Anshika Nema

Dear Anshika,

Congratulations. Welcome to the Fusion family! We are pleased to make you an offer to join Bective and Wesley Private Limited, Part of Fusion Business Solutions (UK) Limited, as a Trainee Engineer. You are requested to join us on 1st June 2023. You are requested to report at Office no. 907 to 910, 9th floor, Apollo Premier, Plot No. 3, 4, Scheme no. 54, Vijay Nagar Square, Indore at 11:00 am. The offer shall stand revoked if you are unable to join us on the said date.

Your stipend on cost to company basis will be INR 3,00,000.00 (Rupees Four Lakhs Only) per annum. The component breakdown of the compensation has been provided in the letter ahead.

Your appointment in the Company is pursuant to this letter; and the formalization of your appointment is subject to the following conditions:

a) Successful completion of your graduation or graduation qualification,
b) Submission of documents; complete, accurate and true in all respects
c) Positive feedback of your reference check and clearing the background check conducted by our Screening agency.
d) Your being free from any contractual restrictions preventing you from accepting this offer and starting on the date specified in the appointment.
e) You shall be based in Indore but will be employed by the Company or any of its subsidiary or associated companies. Location within or outside of India.
f) There will be a minimum commitment period of 2 years from the date of your appointment and the trainee will leave the company only after the completion of the minimum commitment period. In case of premature cessation, the trainee will be liable to pay the compensation amount of Rs 2,00,000.00 (Rupees Two Lakhs Only). After completion of minimum commitment period of 2 years, you may terminate the contract by giving 90 days' written notice to the Company.
g) The office hours are flexible; however actual working hours will be decided by the business requirements. As we are a global company, there may be requirement to work across different time zones.
h) You are STRICTLY PROHIBITED to share the offer letter or any part or content of it with anyone. Strict action will be taken against any violations.

Please note that the terms and conditions of your employment are regulated by this "Offer Letter" along with the formal Appointment Letter which will be issued to you on your joining the Company. We take this opportunity to welcome you to our organization & wish that you have a long and successful association with us.

Warm best wishes,

For Bective And Wesley Private Limited

Global Finance Controller

Bective And Wesley Private Limited - Part of Fusion Business Solutions (UK) Limited - Registered Office: No 448, 3rd Floor, M. G. Road, Indore 452001, M P India. Corporate Office: Unit no 907 to 910, 9th Floor, Apollo Premier, Vijaynagar Square, Indore, 452010, M P India. CIN: U74140MP2007PTC019411 | Web : www.fusionbs.com | Email : info@fusionbs.com

Institute of Science & Technology, Indore ★ Placement Cell

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FUSION GLOBAL SOLUTIONS - ANSHUL CHOUBEY

Indore Institute of Science & Technology ICAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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fusion
GLOBAL BUSINESS SOLUTIONS

LETTER OF OFFER FOR TRAINEE

Date: 22nd Apr 2023

To
Anshul Choubey

Dear Anshul,

Congratulations. Welcome to the Fusion family! We are pleased to make you an offer to join Bective and Wesley Private Limited, Part of Fusion Business Solutions (UK) Limited, as a ***Trainee Engineer***. You are requested to join us on **1st June 2023**. You are requested to report at Office no 907 to 910, 9th Floor, Apollo Premier, Plot No 1, PU-4, Scheme no. 54, Vijay Nagar Square, Indore at 11.00 am. The offer shall stand revoked if you are unable to join us on the said date.

Your stipend on cost to company basis will be **INR 4,00,000.00 (Rupees Four Lakhs Only) per annum**. The complete breakdown of the compensation has been provided in the letter ahead.

Your appointment in the Company is pursuant to this letter; and the formalization of your appointment is subject to the following conditions:

a) Successful completion of your graduation/ post-graduation qualification,
b) Submission of all your documents; complete, accurate and true in all respects,
c) Positive feedback of your reference check and clearing the background check conducted by our Screening agency,
d) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the date specified in your appointment letter.
e) You shall be based in Indore but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.
f) There will be a minimum commitment of 2 years from the date of your appointment as a trainee to serve the company. On violation of the minimum tenure clause, you will be liable to pay the compensation amount of Rs 2,00,000.00 (Rupees Two Lakhs only). After completing the minimum commitment period of 2 years, you may terminate the contract by giving not less than 90 days' written notice to the Company.
g) The office hours are flexible; however actual work timings will be driven by the business requirements. As we are a global company, there might be requirement to work across different time zones.
h) You are STRICTLY PROHIBITED to share the offer letter or any part or content of it with anyone. Strict action will be taken against any violations

Please note that the terms and conditions of your employment are regulated by this "Offer Letter", along with the formal Appointment Letter which will be issued to you on your joining the Company. We take this opportunity to welcome you to our organization & wish that you have a long and successful association with us.
With best wishes,

For Bective And Wesley Private Limited

Global Financial Controller

Institute of Science & Technology ICAI

Institute of Science & Technology Indore NBA

Institute of Science & Technology Indore Placement Cell

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fusion
GLOBAL BUSINESS SOLUTIONS

Salary Annexure		
Name of the Employee	Anshul Choubey	
Date of Joining	1st June 2023	
Designation	Trainee Engineer	
Components of Pay	**Amount PM**	**Amount PA**
Basic Salary	15,000	1,80,000
HRA	6,000	72,000
Statutory Bonus	1,500	18,000
Personal Pay	9,033	1,08,400
Total Fixed Pay	**31,533**	**3,78,400**
Retiral Benefits		
PF - Employer Contribution (12% of Basic)	1,800	21,600
TOTAL COST TO COMPANY	**33,333**	**4,00,000**

1. **The Employee will be covered for:**
   a) Medical Insurance facility for self + 5 dependents for a sum assured of INR 5 lakhs.
   b) For coverage of self, spouse & up to 2 children - no charge & Parental Coverage – Rs.1500/- pm.
   c) Personal Accident (self) And Term Life (Self) as per the prevailing policy of thecompany.
2. Deductions of Provident Fund, ESIC, Profession Tax, Income Tax, etc. will vary based on salary scale and shall be as per the relevant laws/rules in force.
3. Rate of TDS is subject to Declaration and submission of related information and documentsby the employee
4. The employee will be eligible for the variable allowance such as Nightshift Allowance, Overtime Allowance, etc. as per the policies of the company as applicable from time to time.

All matters relating to compensation are **STRICTLY CONFIDENTIAL** and any breach of this mayresult in immediate termination of services.

For Bective And Wesley Private Limited

Global Financial Controller

Placement Cell

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EMIPRO SOLUTIONS - ANURAG MISHRA

Indore Institute of Science & Technology IQAC

Indore Institute of Science & Technology

Indore Institute of Science & Technology Placement Cell

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Emipro Technologies Pvt. Ltd.
2nd Floor, "Shyamantak", Everest Park, Near Hotel Regenta RPJ,
Nana Mava, Kalawad Road, Rajkot 360005, Gujarat, India
CIN: U72200GJ2014PTC081583

Ref. No. : IOL/2022/01/17745

Day & Date: Tuesday, 13 September 2022

To,
Anurag Mishra

Subject: Internship Offer Letter

Dear Anurag Mishra,

Referring to your application or the consent letter received from your institution regarding your enrollment in our temporary project training program (hereinafter referred to as "Internship") and the subsequent interviews we had, we are pleased to offer you the internship with Emipro Technologies Pvt. Ltd. for the position of **Trainee Software Developer** at our Head Office based on the terms & conditions mentioned in our Internship Policy. You are required to commence your internship with our company from **Monday, 2 January 2023 at 09:30 AM IST** (hereinafter referred to as "Joining Day").

This internship offer shall be subject to the acceptance of this offer via your email address within 48 hours from the date of receipt of this letter. Upon the acceptance of this offer, if you fail to join us on the joining day, this offer shall automatically be void & revoked.

By accepting this offer, you agree and acknowledge that this internship offer is not an offer of employment, and successful completion of the internship does not entitle you to an employment offer from our company.

We wish you a very long and successful career with us!

Yours Sincerely,
For and On Behalf of Emipro,

Mr. Urvish Dave
Manager - Talent Acquisition
Emipro Technologies Pvt. Ltd.

Accepted & Agreed,

(Applicant signature)

Applicant Name: .....

Date & Place: .....

I have read the terms and conditions mentioned in Internship Offer Letter & Internship Policy and confirmed my acceptance of the same.

iLink Multitech Solutions

10/10/2022
IL-Pun-Con-165

Aman Malviya

Email: amanmalviya786an@gmail.com

Dear **Aman Malviya**

Congratulations!

With reference to the interview held on **04/10/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, for a period of 6 months.
Your work location will be based out of our office in at 5th Floor, Malpani Agile, Pancard Club Road, Baner, Pune - 411045. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

Institute of Science & Technology IQAC INDORE

Institute of Science & Technology INDORE

Institute of Science & Technology Placement Cell Indore

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iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

Indore Institute of Science & Technology Placement Cell

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REDIXWEB TECHNOLOGY - AMAN SINGH CHAUHAN

Indore Institute of Science & Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Placement Cell Indore

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <millancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM. TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	Panwar	nileshpanwar282@gmail.com	Offered

Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
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BETAQUE - AMUL SETHI

Indore Institute of Science & Technology
IQAC
Indore Institute of Science & Technology
Placement Cell
Indore Institute of Science & Technology

βETAQUE

Dear Amul Sethi,

We are pleased to offer you the position of **SDE-1(DevOps)** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **₹ 6,34,000 / pa (CTC)**. Please see the detailed remuneration structure in Annexure I.

You will be issued a detailed appointment letter on your joining us.

You are requested to report for duty on or before **1st August 2022** at **11 am** in the **Indore** Office. In case you fail to report for duty on this date unless otherwise agreed in writing the offer shall stand automatically withdrawn.

On the day of your joining you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth(Birth Certificate)
3. Three passport sizes colour Photographs.
4. Photos of Aadhar Card, PAN Card.
5. One signed blank cheque on onboarding day.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Betaque Family and hope it would be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Amul Sethi

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Annexure I

S No		Amount (₹)	
		Per Month	Per Annum
1.	Basic Pay	15,000	1,80,000
2.	Dearness Allowance	6,000	72,000
3.	House Rent Allowance	6,000	72,000
4.	Other Allowance	3,000	36,000
5.	Total Fixed Remuneration (A)	30,000	3,60,000
6.	Performance Bonus (Paid once a year based on your Performance after training) (B)		1,00,000
7.	Loyalty Bonus (Will be paid once you complete 3 years in the organisation after training) (C)		1,00,000
8.	Variables (leave encashment) (D)		25000
9.	Food & other benefits (E)		37,000
10.	Travelling Allowances	1,000	12,000
	Total Cost to Company (A+B+C+D+E)	31,000	6,34,000

In Words (Six Lakh Nine Thousand)

Bond will start from your joining date **01/08/2022.**

You'll be on a service training agreement for 24 months.

Six months would be a training period where you'll get a stipend of ₹15,000 + travelling allowance.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Amul Sethi

Indore Institute of Science & Technology * INDORE *

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TECHINFINI - ANAND PATIL

Indore Institute of Science & Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Indore Placement Cell
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TechInfini Solutions Pvt. Ltd.

Ref. No.: HR/2304-19

April 14, 2023

Anand Patil,
Indore (M.P)

OFFER LETTER

Dear Mr. Anand Patil,

We are pleased to inform you that after careful consideration, **TechInfini Solutions Pvt. Ltd.** has decided to offer you employment as an **Associate Software Engineer**. We made this decision based on, in part, the information you provided us regarding your fitness to work.
We have outlined the principal conditions and terms of our offer below.Please review and contact us as soon as possible should you require any additional information.

Confidentiality: Your offer of employment is conditional upon your acceptance and observance of the company confidentiality policy. As an employee of **TechInfini Solutions Pvt. Ltd.** you will have access to certain company confidential information and you may, during the course of your employment, develop certain information, ideas, inventions, which will become the property of **TechInfini Solutions Pvt. Ltd.** We wish to impress upon you that we do not wish to bring with you any confidential or proprietary material of any former or to violate any other obligation to your former employer. Also you present that you are not subject to any restrictions that prevent you from working for **TechInfini Solutions Pvt. Ltd.**

Date of Appointment: Tentative Date of joining first week of **June, 2023** (After submission of Assignment).

Full Time Position: Your position is a full time employment with the company and you are expected to devote yourself exclusively to the business of the company. The timings will be 09:30 AM to 07:00 PM Mondays to Friday of the month. . We are working in shifts, we will shift you in different shifts as per project/company requirement.

Yours Responsibilities:

- Developing required skills to work
- Perform work as per assigned to you.
- You should follow all the rules and regulations set by the management to you.
- You will not enter into any agreement, which conflicts with your duties or obligation to the company.
- You should not perform any act that will harm the reputation of the company.

TechInfini Solutions Pvt. Ltd.

Salary and Allowances: Your Probation Period will be 6 months from the date of your joining including your 3 months of training period. You will be provided a monthly stipend of INR. 10,000/- for 2 months starting from the first month of your training. You will be eligible for a monthly CTC of INR 18,000/- for the next 4 months of your probation period. With the successful completion of the probation period, you will be promoted as an Associate Software Engineer and your CTC will be INR 3,00,000/- per annum for 15 months. You shall receive your payment on or before 10th of every month. Holidays, leave and other company policies can be found in the Employee Handbook document which will be shared with you at the time of your joining. You will be entitled to all allowances and benefits as decided by the management.

Minimum Commitment Duration: You will be required to serve for a minimum 21 months with the company. Failing this will require you to pay us an amount equal to INR 100,000. Though we would never like that but after 21 months, in case for any reason you want to leave the organization you have to give us a 60 working day notice period in writing. If the notice period is not served out then the company can take a legal action against you.

TechInfini Solutions Pvt. Ltd. is not bound with any minimum commitment duration to receive your services. We have all rights to discontinue your services anytime.

We look forward to your joining the **TechInfini Solutions** team. We are confident that you will enjoy working with us, learn, deliver and have fun.

Sincere Regards,

Rahul Raghuwanshi
Director
TechInfini Solutions Pvt. Ltd.

ACCEPTED & AGREED:

Name:

Place:

Date:

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

PALTECH - ANJALI MUKATI

Indore Institute of Science & Technology IQAC
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Indore Placement Cell

PalTech

Offer Letter

Private and Confidential

19th April 2023
Anjali Mukati
Aadhar Number: 448436793613

Dear **Anjali Mukati**,
We are pleased to offer you, the position of **Trainee Software Engineer** with PalTech Consulting Private Limited (the 'Company') on the terms and conditions as set out in this letter:

1.Commencement of employment

Your employment will be effective, as of July'2023

2.Job title

Your job title will be Trainee Software Engineer

3.Salary

You're entitled for Annual Compensation of INR 3,00,000 (Rupees Three Lakh only) during Training and INR 5,00,000 (Rupees Five Lakh only) post successful completion of training.

Fixed Pay	Yearly	Monthly
Basic	1,36,200	11,350
HRA	54,480	4,540
Special Allowance	81,720	6,810
Standard Benefits		
PF Employer Contribution	21,600	1,800
Gratuity	6,000	500
CTC	**3,00,000**	**25,000**

* You will be entitled to participate in the benefits plan as offered by the Company from time to time. The Company reserves the right to amend or discontinue any or part of the benefits plan, to the extent allowed by applicable legislation without compensation for such amendment or discontinuance.

4. Place of posting

You will be posted at Hyderabad, Telangana. You may however be required to work at anyplace of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are from Monday to Friday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 45 hours each week, and if necessary for additional hours depending on your responsibilities.

6.Leave/Holidays

1.1 You are entitled to Earned leaves of 20 days per Annum.

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1.2 The Company shall notify a list of declared holidays in the beginning of each year

7.Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and suchadditional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

8.Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same willbe recovered from you by the Company.

9.Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10.Data Privacy

By signing this agreement, you acknowledge and agree that any personal information and data (whether belonging to you or your dependents and beneficiaries) which you supply to the Company, or which is received by the Company with your consent, may be retained by the Company for any purposes related to your employment under this agreement. Such information and data may be used by the Company and may be transferred to any company/body corporate within the group or our appointed agents, whether locally or overseas, only in connection with your employment.

11.Termination

- Your appointment can be terminated by the Company, without any reason, by giving you not less than 2 months (60 days) prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- You may terminate your employment with the Company, without any cause, by givingno less than 2 months (60 days) prior notice or salary for unsaved period, left after adjustmentof pending leaves, as on date.
- The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach ofcontract or caused any loss to the Company.
- On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12.Confidential Information

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- During your employment with the Company, you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly, or indirectly, engage or associate yourself with, be connected with, concerned, employedor engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

  You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means, and you will use such records, documents, and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and thatof its customers which is not available to the general public, and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas,concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- At no time, will you remove any Confidential Information from the office without permission.
- Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13.Non-Solicitation/Non-Compete:

You agree that during your employment with the Company and for a period of 12 months after the termination of your employment, you shall not, directly or indirectly, whether foror on behalf of yourself or any other person or entity

- Induce or attempt to induce any employee of the Company to leave his / her employment with the Company.
- Interfere in any way with the relationship between the Company and any of theirrespective employees.
- Hire or solicit for hire or participate with any other person or entity in hiring or soliciting for hire any individual who is an employee of the company or was an employee of the Company within one year of such hire or solicitation.
- Induce or attempt to induce any Prospective Client, or any person or entity who had been a client within the prior 12 months, or any investment manager, supplier,licensee, licensor, or other business relation of the Company that you

had knowledge of or dealings with, to not do, or cease doing business, with the Company. OR

- Interfere in any way with the relationship between any such past, present or Prospective Client, or any investment manager, supplier, licensee, licensor or other business relation of the Company that you had knowledge of or dealings with during your employment with the Company.

14.Notices

Notices may be given by you to the Company at its registered office address. Notices may begiven by the Company to you at the address intimated by you in the official records.

15.Applicability of Company Policy

You will be subject to staff policies and regulations as determined by the Company from timeto time. You shall be also responsible to adhere to and discharge all the duties and obligationsof an employee mentioned in the applicable laws including prevention of sexual harassmentlaws. The Company reserves the right to amend its staff policies and regulations as appropriate without giving prior notice to employees. The policies and procedures, however,do not form part of these terms of employment, and you acknowledge that they do not provide you with any contractual right or entitlement.

16.Reference checks and Acceptance

This offer and acceptance are subject to receipt by the Company of satisfactory reference checks/background checks as required by the Company for verification of your employment history. Any false or misleading information provided to the Company may result in rescind of this offer and acceptance or immediate termination of your employment without any notice and compensation.

17.Other Terms & Conditions:

- You agree to sign undertakings as may be required by the Company from time to time.
- Your employment with the Company will be in the nature of full-time employment andyou shall not undertake any other part time or full-time employment of any nature, without prior approval from the Company.
- You agree that you are currently not a party to any such agreement which restricts you from accepting this offer and subsequently joining the Company. Further, you agree that your acceptance of this offer will not conflict with, result in a breach of, orconstitute a default under any agreement, order, judgment or decree of any kind to which you are a party or by which you are bound. In the unfortunate event of such a conflict or breach, you also agree that this shall be deemed completely as your responsibility and the Company will no way be responsible for any such breach or conflict.
- The Company shall be entitled to rescind this offer and acceptance or terminate youremployment, with immediate effect and without notice or liability, if any of the

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conditions laid down of your employment are not fulfilled or completed to the satisfaction of the Company.

18.Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Telangana State only.

19.Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing digitally.

We hope that you will become a valuable member of our team and make a significant contribution to the organization. We look forward to working with you.

Rajesh J

Regards,
Rajesh J
Human Resources

Signed & Accepted
Anjali Mukati

IQAC

Placement Cell

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EXTENTIA - AVADHESH YADAV

Indore Institute of Science & Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology, Indore Placement Cell

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Extentia - IIST Indore Campus Drive

Amisha Walvekar <Amisha.Walvekar@extentia.com> Thu, Oct 20, 2022 at 10:26 AM
To: "Priyanka S. Gawali" <Priyanka.S.Gawali@extentia.com>, Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>, Himani Bhoir <Himani.Bhoir@extentia.com>, Rakesh Pandey <rakesh.pandey@indoreinstitute.com>, Biplab Dey <biplab.dey@indoreinstitute.com>, Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>, Shreyas Kharat <Shreyas.Kharat@extentia.com>

Hi Sohan,

We would like to inform you that we have 9 SS selects, offers will be released soon:

#	Email Address	Name	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Select
2	keertichouhan68@gmail.com	Keerti Chouhan	Select
3	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Select
4	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Select
5	ershreyapura@gmail.com	Shreya Pura	Select
6	palp7845@gmail.com	Pooja Pal	Select
7	avadhesh20014@gmail.com	avadhesh yadav	Select
8	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Select
9	sakshipatel042001@gmail.com	Sakshi Patel	Select

Current Pipeline:

#	Email Address	Name	Status
1	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Couldn't clear Round 5 - Technical Interview
2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Couldn't clear Round 5 - Technical Interview
3	ishank.y30@gmail.com	Ishank Yadav	Couldn't clear Round 5 - Technical Interview
4	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Couldn't clear Round 5 - Technical Interview
5	aditi06chourasia@gmail.com	Aditi Chourasia	Couldn't clear Round 5 - Technical Interview
6	[illegible]	Shruti verma	Couldn't clear Round 5 - Technical Interview

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7	somwanshishrey175@gmail.com	Shrey Somwanshi	Couldn't clear Round 5 - Technical Interview
8	nileshpanwar282@gmail.com	Nilesh panwar	Requested to fill application form
9	harshitakashyap00987@gmail.com	Harshita Kashyap	Requested to fill application form
10	engr.anujkarma@gmail.com	Anuj karma	Requested to fill application form
11	harshitameena121@gmail.com	HARSHITA MEENA	Interview scheduled today
12	mr.vsk721@gmail.com	Vivek Mahajan	Interview scheduled today
13	debnathlipika646@gmail.com	Lipika Debnath	Interview will be scheduled soon
14	ayushij1304@gmail.com	Ayushi Jain	Interview will be scheduled soon

Regards,

Amisha Walvekar

From: Amisha Walvekar
Sent: 29 September 2022 12:53
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>; Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive

Hi Sohan,

We have 2 SS selects, offers will be released soon.

#	Your Email Address	Name	Branch	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Information Technology	Select
2	avadhesh20014@gmail.com	avadhesh yadav	Computer Science	Select

Current Pipeline:

Your Email Address	Name	Branch	Status
sayyeddayanali@gmail.com	Sayyed Dayan Ali	Information Technology	Couldn't clear last round

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2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Computer Science	Couldn't clear last round
3	mr.vsk721@gmail.com	Vivek Mahajan		In pipeline for last round
4	debnathlipika646@gmail.com	Lipika Debnath	Electronics and Communication	In pipeline for last round
5	keertichouhan68@gmail.com	Keerti Chouhan	Information Technology	In pipeline for last round
6	ishank.y30@gmail.com	Ishank Yadav	Computer Science	In pipeline for last round
7	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Computer Science	In pipeline for last round
8	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Computer Science	In pipeline for last round
9	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Information Technology	In pipeline for last round
10	aditi06chourasia@gmail.com	Aditi Chourasia	Computer Science	In pipeline for last round
11	shrutive01@gmail.com	Shruti verma	Information Technology	In pipeline for last round
12	somwanshishrey175@gmail.com	Shrey Somwanshi	Information Technology	In pipeline for last round
13	ayushij1304@gmail.com	Ayushi Jain	Computer Science	In pipeline for last round
14	ershreyapura@gmail.com	Shreya Pura	Computer Science	In pipeline for last round
15	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Computer Science	In pipeline for last round
16	nileshpanwar282@gmail.com	Nilesh panwar	Computer Science	In pipeline for last round
17	harshitakashyap00987@gmail.com	Harshita Kashyap	Computer Science	In pipeline for last round
18	palp7645@gmail.com	Pooja Pal	Information Technology	In pipeline for last round
19	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Computer Science	In pipeline for last round
20	engr.anujkarma@gmail.com	Anuj karma	Electronics and communication	In pipeline for last round
21	sakshipatel042001@gmail.com	Sakshi Patel	Information Technology	In pipeline for last round
22	harshitameena121@gmail.com	HARSHITA MEENA	Information Technology	In pipeline for last round

Regards,

Amisha Walvekar

From: Priyanka S. Gawai
Sent: 13 September 2022 19:32
To: Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>

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Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive
Importance: High

Hello Sohan,

We would like to inform you that we have 31 Students from IIST in the pipeline. Out of 31, 18 have cleared the Round 4 – Advance Technical Test and will go through the Round 5 (last) round which is a Technical Interview this and next week. And the remaining 13 students have cleared Round 3 – Interaction with HR for them we have scheduled test today.

List of 18 students in 5th (last) round:

#	Email Address	Name
1	mr.vsk721@gmail.com	Vivek Mahajan
2	debnathlipika646@gmail.com	Lipika Debnath
3	rati.choudhary33@gmail.com	Rati Ravi Choudhary
4	gamansantosh811@gmail.com	Aman Santosh Gupta
5	keertichouhan68@gmail.com	Keerti Chouhan
6	ishank.y30@gmail.com	Ishank Yadav
7	erurvashiupadhyay@gmail.com	urvashi arun upadhyay
8	ameriyaseemanjay@gmail.com	Seemanjay Ameriya
9	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad
10	aditi06chourasia@gmail.com	Aditi Chourasia
11	shrutive01@gmail.com	Shruti verma
12	somwanshishrey175@gmail.com	Shrey Somwanshi
13	ayushij1304@gmail.com	Ayushi Jain
14	ershreyapura@gmail.com	Shreya Pura
15	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan
16	[illegible]@gmail.com	Nilesh panwar

17	palp7643@gmail.com	Pooja Pal
18	avadhesh20014@gmail.com	avadhesh yadav

List of 13 students in the 4th round (second last)

The Round 4 – Advance Technical Test has been scheduled for the following students today, we request you to kindly encourage students to attempt the test in the given time window.

#	Email Address	Name
1	harshitakashyap000987@gail.com	Harshita Kashyap
2	juhip5731@gmail.com	Juhi Patel
3	vidhishapatidar2001@gmail.com	Vidhisha Patidar
4	pratyooshmishra2000@gmail.com	PRATYOOSH MISHRA
5	gouravchoudhary2211@gmail.com	Gourav Rameshwar Choudhary
6	harshksahu11@gmail.com	Harsh Sahu
7	ayanshakeel02@gmail.com	Mohd Ayan Abbasi
8	devershi66@gmail.com	Devershi Vashistha
9	rishiraghuvanshi08@gmail.com	Rishi Raghuvanshi
10	engr.anujkarma@gmail.com	Anuj karma
11	jitu7224@gmail.com	jitendra sunil jain
12	sakshipatel042001@gmail.com	Sakshi Patel
13	harshitameena	HARSHITA MEENA

Regards,

Indore Institute of Science & Technology IQAC

Indore Institute of Science & Technology Placement Cell

From: Priyanka S. Gawali
Sent: 08 August 2022 11:06
To: Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive
Importance: High

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Hi Sohan,

After the Group Interaction round that was conducted on Saturday, August 6, we have 34 students going ahead. Here's the list of those 34 students and their next rounds:

#	Name	Next round
1	Vivek Mahajan	Extentia Round 3 - Interaction with HR. August 8, 2022 at 12:15 PM. Link - Click here to join the meeting
2	Sayyed Dayan Ali	
3	Lipika Debnath	
4	Rati Ravi Choudhary	
5	Prakhar Sharma	
6	Aman Santosh Gupta	
7	Keerti Chouhan	
8	Aman malviya	
9	Ishank Yadav	
10	urvashi arun upadhyay	
11	Seemanjay Ameriya	
12	Ayush Gaikwad	Extentia Round 3 - Interaction with HR. August 8, 2022 at 2:15 PM. Link - Click here to join the meeting
13	Aditi Chourasia	
14	Shruti verma	
15	Shrey Somwanshi	
16	Ayushi Jain	
17	Shreya Pura	
18	Mohd Faiz Ali Khan	
19	Nilesh panwar	
20	Harshita Kashyap	
21	Pooja Pal	

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22	avadhesh yadav	
23	Juhi Patel	
24	Vidhisha Patidar	Extentia Round 3 - Interaction with HR. August 9, 2022 at 12:15 PM. Link - Click here to join the meeting
25	Pratyoosh Mishra	
26	Gourav Rameshwar Choudhary	
27	Harsh Sahu	
28	Mohd Ayan Abbasi	
29	Devershi Vashistha	
30	Rishi Raghuvanshi	
31	Anuj karma	
32	jitendra sunil jain	
33	Sakshi Patel	
34	Harshita Meena	

The remaining students who couldn't clear the group interaction, have been already informed about the results via email.

Feel free to reach out to me if you have any questions.

Regards,

Priyanka

From: Sohan singh Chouhan [mailto:sohansingh.chouhan@indoreinstitute.com]
Sent: 05 August 2022 23:02
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: Re: Extentia - IIST Indore Campus Drive

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ma'am,

Thank you for your email and shortlisting the our students for next recruitment process of your esteemed organization we will inform the students accordingly.

Thank you for your kind support and quick response at every level.

Thank you

On Fri, Aug 5, 2022, 10:58 PM Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com> wrote:

Hi Sohan,

Thanks for the whole coordination for today's virtual drive. We have the following 104 students who are selected for Round 2 of group Interaction for Stepping Stones and 4 who are qualified for the second round of Mavericks interview. We have already sent the meeting invite email to all the students.

Stepping Stones Selects and their interview slot for tomorrow, i.e August 6, 2022:

#	Your Email Address	Your Name	Time slot	Link
1	rahulkashyap.jbp0761@gmail.com	Rahul Kashyap		
2	pulkitsablok10@gmail.com	Pulkit Sablok		
3	anuragayumishra@gmail.com	Anurag Mishra		
4	mahajanpiyush2404@gmail.com	Piyush Mahajan		
5	erharishrajput@fmail.com	Harish Rajput		
6	chiragagrawal61230@gmail.com	Chirag Agrawal	9:00 to 9:30 am	Click here to join the meeting
7	dheeraj.joshi642@gmail.com	Dheeraj Joshi		
8	himanshumande2002@gmail.com	Himanshu Mande		
9	ankitadmbhu2017@gmail.com	Ankit Yadav		
10	akshaytiwari2101@gmail.com	Akshay Tiwari		
11	rajv24810@gmail.com	Anant raj verma	9:30 to 10:00 am	Click here to join the meeting
12	vivekmahajan085@gmail.com	Vivek Mahajan		
13	[illegible]@gmail.com	Arpit kumar sarathe		
14	raghavrajpatil9@gmail.com	Raghavraj Patil		

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15	meghali.likhar@gmail.com	Meghali Rajesh Likhar		
16	mandloisumit854@gmail.com	Sumeet Mandloi		
17	ketanattarde31@gmail.com	Ketan Attarde		
18	madhvisonera@gmail.com	Madhvi Sonera		
19	akshatudeeniya2019@gmail.com	Akshat Udeeniya		
20	shubhrahangdale445@gmail.com	Shubham Rahangdale		
21	kagrawal0901@gmail.com	Keshav Agrawal	10:30 to 11:00 am	Click here to join the meeting
22	sateeshkumbhakar113@gmail.com	Kalusingh Kumbhakar		
23	8435586444parag@gmail.com	Parag kushwah		
24	abhaysingh4937@gmail.com	Abhay singh Dalendra singh Rahangdale		
25	sayyeddayaanali@gmail.com	Sayyed Dayan Ali		
26	sreshti11@gmail.com	Sreshti Soni		
27	malviyrishabh73@gmail.com	Rishabh Malviya		
28	kanhakushwah6263@gmail.com	Kanha Kushwah		
29	debnathlipika646@gmail.com	Lipika Debnath		
30	sanyogmaurya11@gmail.com	Sanyog Maurya		
31	amannigam18082001@gmail.com	Aman Nigam	11:30 to 12:00 pm	Click here to join the meeting
32	adayush17@gmail.com	Ayush Dwivedi		
33	anandsmehra02@gmail.com	Anand Singh Mehra		
34	sharadpatelwdn@gmail.com	Sharad Kumar Patel		
35	geetikarathore20@gmail.com	Geetika Singh Rathore		
36	vedant.tripathi532@gmail.com	Vedant Tripathi		
37	kuldeepcareer2001@gmail.com	Kuldeep Barod		
38	[illegible]@gmail.com	Nikita Vinay Mishra		
39	praveencareer[illegible]@gmail.com	praveen shivnarayan sisodiya		

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40	hritikajoshi786@gmail.com	Hritika Ashutosh Joshi		
41	annapoornasingh2704@gmail.com	Annapoorna Singh		
42	adityagupta7060@gmail.com	Aditya Gupta		
43	priyanshutripathi3001@gmail.com	Priyanshu Tripathi	12:00 to 12:30 pm	Click here to join the meeting
44	nikhilsahu3107@gmail.com	Nikhil Sahu		
45	rati.choudhary33@gmail.com	Rati Ravi Choudhary		
46	chandrashekharchouhan833@gmail.com	Chandrashekhar Chouhan		
47	pranavbinwar@gmail.com	Pranav Singh Binwar		
48	pss130201@gmail.com	Prakhar Sharma		
49	abhishekrchoudhary2219@gmail.com	Abhishek Choudhary		
50	gamansantosh811@gmail.com	Aman Santosh Gupta		
51	ajmerapawan205@gmail.com	Pawan Ajmera		
52	rushils372@gmail.com	Rushil Dewaskar		
53	keertichouhan68@gmail.com	Keerti Chouhan		
54	Pranjalmalviya1@gmail.com	Pranjal malviya		
55	amanmalviya786an@gmail.com	Aman malviya		
56	ishank.y30@gmail.com	Ishank Yadav	12:30 to 1:00 pm	Click here to join the meeting
57	amansinghchauhan2017@gmail.com	Aman Singh Chauhan		
58	erurvashiupadhyay@gmail.com	urvashi arun upadhyay		
59	darshanpanchal2050@gmail.com	Darshan panchal		
60	AnjumanVarsee786@gmail.com	Anjuman Varsee		
61	ameriyaseemanjay@gmail.com	Seemanjay Ameriya		
62	[illegible]@gmail.com	Rahul Singh Parihar		
63	ayush.gaikwad[illegible]@gmail.com	Ayush Gaikwad		

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64	aditi06chourasia@gmail.com	Aditi Chourasia		
65	shivankpateriya03@gmail.com	Shivank Pateriya		
66	gp84085@gmail.com	Gokul Panwar		
67	shrutive01@gmail.com	Shruti verma		
68	somwanshishrey175@gmail.com	Shrey Somwanshi	10:00 to 10:30 am	Click here to join the meeting
69	ayushij1304@gmail.com	Ayushi Jain		
70	ershreyapura@gmail.com	Shreya Pura		
71	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan		
72	faizanmirzacena@gmail.com	Mirza Faizan Baig		
73	nileshpanwar282@gmail.com	Nilesh panwar		
74	harshitakashyap000987@gail.com	Harshita Kashyap		
75	palp7645@gmail.com			

Indore Institute of Science & Technology (IIST)

Indore Institute of Management & Research (IIMR)

Indore Institute of Pharmacy (IIP)

Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh

Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

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Extentia is now a member of the Merkle and dentsu family.
Our Privacy Policy | Unsubscribe

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DEQODE - AYUSH DWIVEDI

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Offer Letter for

Ayush Dwivedi







Business Challenges, Decoded

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Hi Ayush,

Heartiest congratulations.

Welcome to Deqode!

Starting a new job with a new company can be kinda stressful. It's a mixture of emotions, but I want to make sure to make your journey smooth and exciting.

I have curated a list of all information that might help you to know more about Deqode in the document below.

I am sure our supportive community of 450 Deqoders will help you meet your aspirations and your work will add up to something.

Something big, something that couldn't happen somewhere else.

Let us learn, have fun and make the best of our minds.

I am looking forward to seeing you soon!

Regards,

Mohini Bansal (Head HR)

8889160450

mbansal@deqode.com







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Offer Summary

Position:
Solution Engineer

Department:
Tech-practices

Practice Head:
Nikhil Dashore

CTC:
Rs. 5,92,338

Fixed Component:
Rs. 3,60,000

Variable Component:
Rs. 2,32,338

Joining Date:
2nd January 2023

Joining Time:
11:00am IST

Location:
Indore

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology, Indore Placement Cell

Indore Institute of Science & Technology INDORE

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Your Salary Structure

We have a transparent salary structure that will ensure that you get compensated fairly.

S. No.	Particulars	Amount in Rs.	
		Per Month	Per Annum
1	Basic	15000	180000
2	Dearness Allowance	3000	36000
3	House Rent Allowance	6150	73800
4	Wellness and Lifestyle Allowances	2000	24000
5	PF Contribution	3600	43200
6	Other allowances	250	3000
	Total Fixed Remuneration (A)	**30000**	**360000**
7	Annual Performance bonus (B)		100000
8	Loyalty Bonus (C) (Payable once after completion of 2 years)		50000
9	Joining bonus (D) (Disbursed post confirmation)		30000
10	Opportunity Cost (Leave Encashment) (E)		4839
11	Insurance (F)		12500
12	Continuous Learning and Development (G)		20000
13	Food & other benefits (H)		15000
	Total Cost to Company (A+B+C+D+E+F+G+H)		**592338**

- You will have Six months as your training period.
- You will be entitled for a stipend of 15000 during your training period.
- You are hereby appointed as the Solution Engineer Trainee of the company and will hold the said office, subject to the provisions made hereinafter, for the term of 18 Months from the date of joining of the employee as Solution Engineer Trainee.

For Deqode

Mohini Bansal
(Human Resource Head)

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology

Indore Institute of Science & Technology, Indore Placement Cell

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Benefits

Our focus is to continuously assist you in your professional and personal growth. In addition to on-the-job training, there are numerous well-being and career opportunities sponsored by us to promote your development.

Benefits	Category	Frequency
DQ Health and Wellness program	Health Insurance	Once in a year
	Death benefit cover (4x of gross monthly salary) - In case of unfortunate death of a Team Member his/her family will get the 4x of his/her gross monthly salary	-
	Discounted health checkups (15% discount with Medanta)	Once in a year
	Free health webinars with our experts	Once in 2 months
	Dq wellness Program (Short term counseling sessions on marital issues/ child care/ workplace conflicts/ anxiety)	Monthly
Skill Enhancement	Learning and Development at Deqode where you get to learn new technologies and enhance your current skills with our learning team.	Once in a year
Financial Aid	In case of any emergency, you may avail loan benefit from our company equivalent to 25% of your gross salary.	Case to case
Lifestyle Allowance	You will get a monthly limit of up to 2000 Rs against maintaining your lifestyle.	Monthly

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Perks

Buddy Onboard
Refer and
Earn upto 50,000*

Daily Snacks

Flexible
Work Timings

Leave
Encashment

Relocation
Assistance

Night
Allowance

Parental
Leave

Wedding
Leave







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Important Legal Language



Your annual salary is subject to taxes and withholdings and will be paid on the company's normal payroll cycle.



You will be required to pass through the background verification check by our third-party vendor proving your eligibility for full-time employment, any negative background checks will lead to termination.



You will be required to sign and comply with the non-disclosure agreement, IP protection, and non-solicitation clauses covered under Deqode's employment agreement.

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Offer Letter Acceptance

I have read and accept all the terms and conditions in this offer letter.

26th July 2022

Ayush Dwivedi



HOTWAX SYSTEMS - AYUSH RAGHUVANSHI

Indore Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology, Indore Placement Cell
Indore Institute of Science & Technology INDORE

HotWax Systems Pvt. Ltd.
Date: January 09, 2023

Dear **Ayush Raghuwanshi,**

HotWax Systems is delighted to offer you the position of "**Enterprise Software Engineer**". Your yearly compensation including all benefits will be **INR 8,00,040/-** payable in accordance with the company's standard payroll schedule. Your employment with HotWax Systems will be governed by the following 'Terms of Employment'. We request you to carefully read and understand these employment terms as a part of accepting the offer.

1. Employment Relationship & Probation: Employment under this agreement may be terminated by an employee at any time by giving the employer not less than sixty (60) days notice. In case if an employee leaves our employment without giving notice, He/She have to deposit two months pay otherwise, an employer shall have right to deduct an amount equivalent to two month's salary inclusive of all allowances from any money or monies due to an employee as liquidated damages, Employment under this agreement may be terminated by an employer, either with or without cause, at any time by giving an employee not less than seven(7) days notice, provided however that termination by an employer for cause shall not require advance notice.

The employee will be on probation for a period of six months from the starting date of His/Her employment. During or on completion of the probation period, if the management is not satisfied with the work and conduct of the employee, then His/Her services shall be liable to termination.

During the probation period, if an employee wishes to resign or terminated by an employer, no experience certificate will be provided to the employee. In either case, an Experience certificate will only be provided, if an employee has completed six or more months with the company. Failing to meet a minimum of 6 months experience after confirmation, He/She will not be entitled to claim for the certificate.

2. Alternate Employment: While you are employed at HotWax Systems, you will not be engaged in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for HotWax Systems.

3. Leaves: Every employee who has less than 1 year of service will be entitled to 12 leaves per annum (Pro-rata basis) for 2 years and after that entitled to 20 days annual leave for each completed year of service. In any case, an employee should not accumulate more than 30 leaves during the service period. Additional earned leave will automatically lapse.

Placement Cell

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The entitlement to encash your earned leave will not be more than 05 days per year and an overall maximum of 10 days leave can be encashed for the entire service period. No leave can be encashed during the service period as well no leave will be encashed if the service period is less than 10 years.

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

Documents Submission: At the time of your joining, a photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Academic Qualification Certificates
- Any other certificates, if you have (certificate course or diplomas)
  Permanent Account Number(PAN) Card
- Aadhar Card
- Four passport size photographs.

Below documents are also required from a candidate having previous work experience:

- Relieving and/or Experience Letters from Previous Company/s
- Last 3 salary slips from the previous employer
- Form 16
- UAN card.

Note: All the above-mentioned points are part of various policies and liable to change. You will be governed by the policies existing at the time of your joining or any change thereafter.

We look forward to working with you on so many amazing things that we are doing here at HotWax Systems.

Best Regards,
Ashish Vijaywargiya
Vice President of Operations
HotWax Systems Pvt. Ltd.

HOTWAX SYSTEMS

Annexure 1 - CTC for (Ayush Raghuwanshi - Enterprise Software Engineer)

As mentioned above your all-inclusive annual compensation will be Rs. **8,00,040/- (Eight Lac and forty only)**. The annual & monthly break-up details are shown below:

Payments	Amount	Deductions	Amount
Basic Salary	23000	**EPF**	**1800**
HRA	9200	**ESI**	**0**
Conveyance Allowance	7000	**Professional Tax ****	**As per Slab**
Family Allowance	7000	**TDS ****	**As per Slab**
Executive Allowance	10660		
Continuing Education Allowance	4000		
Uniform Allowance	500		
Washing Allowance	500		
Medical All	0		
Mobile All	400		
Internet All	1500		
(Gross without PF,ESI & Gratuity)	**63760**	Total Deductions	**1800**
Net Payable	**61960**		
Employer PF,ESI & Superannuation	**2910**		
CTC PM (Including PF & Superannuation)	**66670**		

* Deduction of PT & Tds as applicable

1. The above salary break-up is provided based on the existing company policies and may undergo a change from time to time.
2. As per the company policy, you are required to maintain total confidentiality of your compensation details.
3. Your PF contribution, as well as employer's contribution, is included in the Monthly Gross.
4. All taxes will be deducted at source as per rules published by the tax authorities.
5. Employee provident fund deduction will be 12% of the basic pay and ESI 1.75% of total salary.
6. Leave can be availed on submission of a leave application and sanction thereof by your immediate supervisor as per the prevailing rules of the company.

Placement Cell

FUSION GLOBAL SOLUTIONS - AYUSHI JAIN

fusion
GLOBAL BUSINESS SOLUTIONS

LETTER OF OFFER FOR TRAINEE

Date: 22nd Apr 2023

To
Ayush Jain

Dear Ayush,

Congratulations. Welcome to the Fusion family! We are pleased to make you an offer to join Bective and Wesley Private Limited, Part of Fusion Business Solutions (UK) Limited, as a *Trainee Engineer*. You are requested to join us on 1st June 2023. You are requested to report at Office no 907 to 910, 9th Floor, Apollo Premier, Plot No 1, PU-4, Scheme no. 54, Vijay Nagar Square, Indore at 11.00 am. The offer shall stand revoked if you are unable to join us on the said date.

Your stipend on cost to company basis will be **INR 4,00,000.00 (Rupees Four Lakhs Only) per annum**. The complete breakdown of the compensation has been provided in the letter ahead.

Your appointment in the Company is pursuant to this letter, and the formalization of your appointment is subject to the following conditions:

a) Successful completion of your graduation/ post-graduation qualification,
b) Submission of all your documents; complete, accurate and true in all respects,
c) Positive feedback of your reference check and clearing the background check conducted by our Screening agency,
d) Your being free from any contractual restrictions preventing you from accepting this offer or starting work on the date specified in your appointment letter.
e) You shall be based in Indore but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.
f) There will be a minimum commitment of 2 years from the date of your appointment as a trainee to serve the company. On violation of the minimum tenure clause, you will be liable to pay the compensation amount of Rs 2,00,000.00 (Rupees Two Lakhs only). After completing the minimum commitment period of 2 years, you may terminate the contract by giving not less than 90 days' written notice to the Company.
g) The office hours are flexible; however actual work timings will be driven by the business requirements. As we are a global company, there might be requirement to work across different time zones.
h) You are STRICTLY PROHIBITED to share the offer letter or any part or content of it with anyone. Strict action will be taken against any violations.

Please note that the terms and conditions of your employment are regulated by this "Offer Letter", along with the formal Appointment Letter which will be issued to you on your joining the Company. We take this opportunity to welcome you to our organization & wish that you have a long and successful association with us.

With best wishes,

For Bective And Wesley Private Limited

IDAC

Digital Financial Controller

Placement Cell
Indore Institute of Science & Technology, Indore

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HEXAWARE - AYUSHI KUMARI SINGH

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Hexaware Technologies || GET Selects 2023 Batch ||

2 messages

Oindrila Chakraborty <OindrilaC@hexaware.com> Fri, Aug 12, 2022 at 5:47 PM
To: "kundan.bhavsar@indoreinstitute.com" <kundan.bhavsar@indoreinstitute.com>
Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>, Shilpa Das <ShilpaD4@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2023 as on 12th August, 2022.**

Note – Results for Candidates whose Technical / HR interviews are pending will be shared post their HR interview completion only

Sl. No.	Student Name	Email	College name
1	Ayushi Jain	ayushij1304@gmail.com	Indore Institute of Science and Technology, Indore
2	Vedant Tripathi	Vedant.tripathi532@gmail.com	Indore Institute of Science and Technology, Indore
3	Geetika Singh Rathore	geetikarathore20@gmail.com	Indore Institute of Science and Technology, Indore
4	Keshav Agrawal	kagrawal0901@gmail.com	Indore Institute of Science and Technology, Indore
5	Aman Gupta	gamansantosh611@gmail.com	Indore Institute of Science and Technology, Indore
6	Srashti Shrivastav	srashtishrivastava23@gmail.com	Indore Institute of Science and Technology, Indore
7	Lipika Debnath	debnathlipika646@gmail.com	Indore Institute of Science and Technology, Indore
8	Meghali Likhar	meghali.likhar@gmail.com	Indore Institute of Science and Technology, Indore
9	Devershi Vashistha	devershi66@gmail.com	Indore Institute of Science and Technology, Indore
10	Tushar Verma	verma071275@gmail.com	Indore Institute of Science and Technology, Indore
11	Ayushi Kumari Singh	as0944868@gmail.com	Indore Institute of Science and Technology, Indore

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registrations for Hexaware Technologies – GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their interest, they will be subject to further selection process for **PGET (Coding round + Additional Tech / HR Interview).**

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REDIXWEB TECHNOLOGY -
CHANDRASHEKHAR CHOUHAN

IQAC
Placement Cell
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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsonl13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	Panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

Placement Cell

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

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AVIZVA - CHARU PATIDAR







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AVIZVA

Letter of Intent

Date: 6th December 2022

Charu Patidar

Dear Charu

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Institute of Science & Technology IQAC

Institute of Science & Technology Placement Cell Indore

Institute of Science & Technology Indore

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Charu Patidar
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	600,000	50,000

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-.*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Anukampa Dubey
Senior Manager - Talent Acquisition

Indore Institute of Science & Technology — IQAC

Indore Institute of Science & Technology — Placement Cell

Indore Institute of Science & Technology

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
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10. Performance Of Duties:

10.1. You will report to the person as nominated by the Company at the time of your joining

10.2. On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3. You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4. You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5. You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6. It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1. You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2. Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3. Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4. Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5. Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6. Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7. Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8. If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.
- Based on your performance so far
- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10. Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11. Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information

Institute of Science & Technology IDAC INDORE

Placement Cell

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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Institute of Science & Technology

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!

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REDIXWEB TECHNOLOGY - DEEPIKA NEGI

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar262@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	Panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

AVIZVA - DHEERAJ JOSHI

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AVIZVA

Letter of Intent

Date: 6th December 2022

Dheeraj Joshi

Dear Dheeraj

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Placement Cell

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Dheeraj Joshi
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-.*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Anukampa Dubey
Senior Manager- Talent Acquisition

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

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Indore Institute of Science and Technology ★ INDORE ★ IOAC

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10. Performance Of Duties:

10.1.You will report to the person as nominated by the Company at the time of your joining

10.2.On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3.You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4.You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5.You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6.It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1.You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2.Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3.Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4.Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5.Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6.Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7.Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8.If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.- Based on your performance so far

- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10.Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11.Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information

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12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/Instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!

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CISCO - DURVA KULKARNI







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Cisco Systems (India) Private Limited
SEZ, Cessna Business Park
Sarjapur-Marathahalli Outer Ring Road
Bangalore- 560 103, India
CIN: U31909KA1995PTC019505
Tel: 91-80-44260000
Fax: 91-80-44264040
www.cisco.com/in

Date: 29-Nov-2022

Letter of Intent

Dear Durva Kulkarni,

We are pleased to inform that you have been shortlisted for a **Full Time** offer at Cisco for the role of **Software Engineer** in the **Engineering** Business Function.

As next steps, the recruitment team will be initiating the background verification followed by offer generation.

This letter of intent indicates Cisco's intent to hire you based upon a number of factors, including, but not limited to, Cisco's receipt of a completed application, and successful completion of a background check.

Please note that, the company reserves the right to withdraw this commitment on account of any other business or extenuating factors. Also, the company reserves the right to revoke and withdraw the offer without assigning any reasons thereof.

We are excited at the prospect of you joining the Cisco team!

Yours Sincerely,

For Cisco Systems (India) Private Ltd.

Priyanka

Priyanka Bhagat

Head, Emerging Talent Recruiting - APJC

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DEQODE - FAIZAN MANSOORI







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Offer Letter for

Faizan Mansoori

Business Challenges, Decoded

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Hi Faizan,

Heartiest congratulations.

Welcome to Deqode!

Starting a new job with a new company can be kinda stressful. It's a mixture of emotions, but I want to make sure to make your journey smooth and exciting.

I have curated a list of all information that might help you to know more about Deqode in the document below.

I am sure our supportive community of 450 Deqoders will help you meet your aspirations and your work will add up to something.

Something big, something that couldn't happen somewhere else.

Let us learn, have fun and make the best of our minds.

I am looking forward to seeing you soon!

Regards,

Mohini Bansal (Head HR)

8889160450

mbansal@deqode.com





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Offer Summary

Position:
Solution Engineer

Department:
Tech-practices

Practice Head:
Nikhil Dashore

CTC:
Rs. 5,92,338

Fixed Component:
Rs. 3,60,000

Variable Component:
Rs. 2,32,338

Joining Date:
2nd January 2023

Joining Time:
11:00am IST

Location:
Indore

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell INDORE

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Your Salary Structure

We have a transparent salary structure that will ensure that you get compensated fairly.

S. No.	Particulars	Amount in Rs.	
		Per Month	Per Annum
1	Basic	15000	180000
2	Dearness Allowance	3000	36000
3	House Rent Allowance	6150	73800
4	Wellness and Lifestyle Allowances	2000	24000
5	PF Contribution	3600	43200
6	Other allowances	250	3000
	Total Fixed Remuneration (A)	**30000**	**360000**
7	Annual Performance bonus (B)		100000
8	Loyalty Bonus (C) (Payable once after completion of 2 years)		50000
9	Joining bonus (D) (Disbursed post confirmation)		30000
10	Opportunity Cost (Leave Encashment) (E)		4839
11	Insurance (F)		12500
12	Continuous Learning and Development (G)		20000
13	Food & other benefits (H)		15000
	Total Cost to Company (A+B+C+D+E+F+G+H)		**592338**

- You will have Six months as your training period.
- You will be entitled for a stipend of 15000 during your training period.
- You are hereby appointed as the Solution Engineer Trainee of the company and will hold the said office, subject to the provisions made hereinafter, for the term of 18 Months from the date of joining of the employee as Solution Engineer Trainee.

For Deqode

Mohini Bansal
(Human Resource Head)

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science & Technology INDORE

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Benefits

Our focus is to continuously assist you in your professional and personal growth. In addition to on-the-job training, there are numerous well-being and career opportunities sponsored by us to promote your development.

Benefits	Category	Frequency
DQ Health and Wellness program	Health Insurance	Once in a year
	Death benefit cover (4x of gross monthly salary) - In case of unfortunate death of a Team Member his/her family will get the 4x of his/her gross monthly salary	-
	Discounted health checkups (15% discount with Medanta)	Once in a year
	Free health webinars with our experts	Once in 2 months
	Dq wellness Program (Short term counseling sessions on marital issues/ child care/ workplace conflicts/ anxiety)	Monthly
Skill Enhancement	Learning and Development at Deqode where you get to learn new technologies and enhance your current skills with our learning team.	Once in a year
Financial Aid	In case of any emergency, you may avail loan benefit from our company equivalent to 25% of your gross salary.	Case to case
Lifestyle Allowance	You will get a monthly limit of up to 2000 Rs against maintaining your lifestyle.	Monthly





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Perks

Buddy Onboard
Refer and
Earn upto 50,000*

Daily Snacks

Flexible
Work Timings

Leave
Encashment

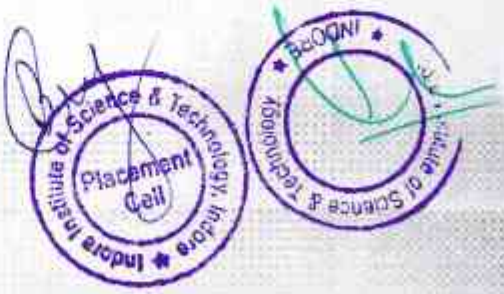
Relocation
Assistance

Night
Allowance

Parental
Leave

Wedding
Leave





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Important Legal Language



Your annual salary is subject to taxes and withholdings and will be paid on the company's normal payroll cycle.



You will be required to pass through the background verification check by our third-party vendor proving your eligibility for full-time employment, any negative background checks will lead to termination.



You will be required to sign and comply with the non-disclosure agreement, IP protection, and non-solicitation clauses covered under Deqode's employment agreement.



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Offer Letter Acceptance

I have read and accept all the terms and conditions in this offer letter.

26th July 2022

Faizan Mansoori



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HEXAWARE - GEETIKA SINGH RATHORE

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Hexaware Technologies || GET Selects 2023 Batch ||

2 messages

Oindrila Chakraborty <OindrilaC@hexaware.com> Fri, Aug 12, 2022 at 5:47 PM
To: "kundan.bhavsar@indoreinstitute.com" <kundan.bhavsar@indoreinstitute.com>
Cc: Sougata Sen <SougataS@hexaware.com>, Avinash Talreja <AvinashT2@hexaware.com>, Shilpa Das <ShilpaD4@hexaware.com>

Dear Team,

Greetings from Hexaware Technologies!

Congratulations! We are delighted to inform you that below students from your institute have been selected in our **GET - Virtual campus recruitment process – 2023 as on 12th August, 2022**.

Note – Results for Candidates whose Technical / HR interviews are pending will be shared post their HR interview completion only

Sl. No.	Student Name	Email	College name
1	Ayushi Jain	ayushij1304@gmail.com	Indore Institute of Science and Technology, Indore
2	Vedant Tripathi	Vedant.tripathi532@gmail.com	Indore Institute of Science and Technology, Indore
3	Geetika Singh Rathore	geetikarathore20@gmail.com	Indore Institute of Science and Technology, Indore
4	Keshav Agrawal	kagrawal0901@gmail.com	Indore Institute of Science and Technology, Indore
5	Aman Gupta	gamansantosh811@gmail.com	Indore Institute of Science and Technology, Indore
6	Srashti Shrivastav	srashtishrivastava23@gmail.com	Indore Institute of Science and Technology, Indore
7	Lipika Debnath	debnathlipika646@gmail.com	Indore Institute of Science and Technology, Indore
8	Meghali Likhar	meghali.likhar@gmail.com	Indore Institute of Science and Technology, Indore
9	Devershi Vashistha	devershi86@gmail.com	Indore Institute of Science and Technology, Indore
10	Tushar Verma	verma071276@gmail.com	Indore Institute of Science and Technology, Indore
11	Ayushi Kumari Singh	as0944868@gmail.com	Indore Institute of Science and Technology, Indore

CTC Offered	4,00,000 Per annum
Designation	Graduate Engineer Trainee (GET)

Please treat this as a confirmation of the selection, subject to the candidates strictly meeting the requisite eligibility criteria mentioned during registration for Hexaware Technologies – GET Virtual Campus recruitment process.

Further details on their Letter of Intent will be shared subsequently.

PS: Candidates who are meeting the eligibility for upgrading their offers to the role of **Premier Graduate Engineer Trainee - PGET (CTC - 6 LPA)** will be contacted and upon their interest, they will be subject to further selection process for **PGET (Coding round + Additional Tech / HR Interview).**

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EMIPRO SOLUTIONS - HARISH RAJPUT

Emipro Technologies Pvt. Ltd.
2nd Floor, "Shyamantak", Everest Park, Near Hotel Regenta RPJ,
Nana Mava, Kalawad Road, Rajkot 360005, Gujarat, India
CIN: U72200GJ2014PTC081583

Ref. No. : IOL/2022/01/17743

Day & Date: Tuesday, 13 September 2022

To,
Harish Rajput

Subject: Internship Offer Letter

Dear Harish Rajput,

Referring to your application or the consent letter received from your institution regarding your enrollment in our temporary project training program (hereinafter referred to as "Internship") and the subsequent interviews we had, we are pleased to offer you the internship with Emipro Technologies Pvt. Ltd. for the position of **Trainee Software Developer** at our Head Office based on the terms & conditions mentioned in our Internship Policy. You are required to commence your internship with our company from **Monday, 2 January 2023 at 09:30 AM IST** (hereinafter referred to as "Joining Day").

This internship offer shall be subject to the acceptance of this offer via your email address within 48 hours from the date of receipt of this letter. Upon the acceptance of this offer, if you fail to join us on the joining day, this offer shall automatically be void & revoked.

By accepting this offer, you agree and acknowledge that this internship offer is not an offer of employment, and successful completion of the internship does not entitle you to an employment offer from our company.

We wish you a very long and successful career with us!

Yours Sincerely,
For and On Behalf of Emipro,

Mr. Urvish Dave
Manager - Talent Acquisition
Emipro Technologies Pvt. Ltd.

Accepted & Agreed,

(Applicant signature)

Applicant Name: .....

Date & Place: .....

I have read the terms and conditions mentioned in Internship Offer Letter & Internship Policy and confirmed my acceptance of the same.

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AVIZVA - HARPREET KOUR ARORA







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AVIZVA

Letter of Intent

Date: 6th December 2022

Harpreet Kour Arora

Dear Harpreet

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Harpreet Kour Arora
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	*Gratuity (See note 1 below)*	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-.*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Anukampa Dubey
Senior Manager- Talent Acquisition

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

Indore Institute of Science & Technology, Indore Placement Cell

IQAC Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology INDORE

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10. Performance Of Duties:

10.1. You will report to the person as nominated by the Company at the time of your joining

10.2. On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3. You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4. You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5. You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6. It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1. You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2. Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3. Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4. Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5. Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6. Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7. Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8. If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.
- Based on your performance so far
- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10. Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11. Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information







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12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!







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BETAQUE - HARSH SAHU

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Placement Cell
Indore Institute of Science & Technology, Indore
ENGGINI

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βETAQUE

Dear Harsh Sahu,

We are pleased to offer you the position of **SDE-1(DevOps)** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **₹ 6,34,000 / pa (CTC)**. Please see the detailed remuneration structure in Annexure I.

You will be issued a detailed appointment letter on your joining us.

You are requested to report for duty on or before **1st August 2022** at **11 am** in the **Indore** Office. In case you fail to report for duty on this date unless otherwise agreed in writing the offer shall stand automatically withdrawn.

On the day of your joining you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth(Birth Certificate)
3. Three passport sizes colour Photographs.
4. Photos of Aadhar Card, PAN Card.
5. One signed blank cheque on onboarding day.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Betaque Family and hope it would be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Harsh Sahu

Betaque

Annexure I

S No		Amount (₹)	
		Per Month	Per Annum
1.	Basic Pay	15,000	1,80,000
2.	Dearness Allowance	6,000	72,000
3.	House Rent Allowance	6,000	72,000
4.	Other Allowance	3,000	36,000
5.	Total Fixed Remuneration **(A)**	30,000	3,60,000
6.	Performance Bonus (Paid once a year based on your Performance after training) **(B)**		1,00,000
7.	Loyalty Bonus (Will be paid once you complete 3 years in the organisation after training) **(C)**		1,00,000
8.	Variables (leave encashment) **(D)**		25000
9.	Food & other benefits **(E)**		37,000
10.	Travelling Allowances **(F)**	1,000	12,000
	Total Cost to Company (A+B+C+D+E+F)	31,000	6,34,000

In Words (Six lakh thirty four thousand)

Bond will start from your joining date **01/08/2022**.

You'll be on a service training agreement for 24 months.

Six months would be a training period where you'll get a stipend of ₹15,000 + travelling allowance.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Harsh Sahu

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - ROSHAN SHARMA







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Gmail

Biplab Dey <biplab.dey@indoreinstitute.com>

Selected Students List

Ridham Bansal <hr.ridhambansal@skillish.in> Fri, 24 Feb at 1:54 PM
To: Biplab Dey <biplab.dey@indoreinstitute.com>

Hi Biplab,
Greetings for the day from Skillish!
Hope you are doing well.

Here is the list of students who are selected from our side. We want the hiring from the date 5th march,2023. Is that possible?

--
Thanks & Regards,
Ridham Bansal (HR)
visit our site

Disclaimer:

This email and any files transmitted with it are confidential and are solely for the use of the individual or entity to which it is addressed. Any use, distribution, copying or disclosure by any other person is strictly prohibited. If you receive this transmission in error, please notify the sender by reply email and then destroy the message. Opinions, conclusions and other information in this message that do not relate to official business of the company shall be understood to be neither given nor endorsed by Skillish Any information contained in this email, when addressed to Clients is subject to the terms and conditions in governing client contract.

If you have received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

Screenshot_20230218-120125_Drive - Shivani Prajapati.jpg, Selected Students (Indore Institute).xlsx, non - Shailendra Mishra.pdf, Resume_Shubham Kumar Jain_Format1 (1)-1 - SHUBHAM J AIN.pdf, Madhvi's new Resume - Madhvi Sonera.pdf, RISHITA BAVISKAR Updated CV 3 feb - rishita baviskar, RESUME_SK - Shraddha Kushwah.pdf, Jatin Gurnani CV - Jatin Gurnani.pdf, Sheetal CV cvbuilder (1) - Sheetal Bairagi.pdf, R.Resume - Rishabh Meena.pdf, resume urvashi upadhyay - Urvashi upadhyay.pdf, Shubham's Resume - Shubham Vishwakarma.pdf, AAYUSHI BHAWSAR.cv - Aayushi Bhawsar.pdf, Ketan's Resume (6) - Ketan Attarde.pdf, Vivek's_RESUME_with photo - Vivek Jain.pdf, Shailja Kushwaha - Shailja Kushwaha.pdf, Shalini_Joshi_Resume_04-02-2023-16-08-48 - Shalini Joshi.pdf, Sheetal Patil,Indore institute of pharmacy, Indore Madhya Pradesh - Sheetal Patil.pdf, Kamal Singh bisht - Kamal Bisht.pdf, Aman mishra Resume-2 - Aman Mishra.pdf, resume - Siddhi Shukla. NEW (SIDDHI SHUKLA), prakhar joshi mba resume - Prakhar Joshi.pdf, Nitin resume - Nitin Mishra.pdf, Archi resume-1.pdf - Archi Dayma.pdf, CV_2023012108564326 - Himani.pdf, Ankit Pandey Resume - Ankit Pandey.pdf, Anshika_Resume_latest - Anshika Gupta.pdf, Aayush's_Resume (1) - aayush sharma.pdf, Ayushi_Patel_Resume_ - Ayushi Patel, Karan Resume final - Auto madness.pdf, Garima's Resume - Garima Vyas.pdf, Raghavraj Patil Resume - Raghavraj Patil.pdf, Roshan_Sharma_Resume_04-02-2023-15-41-37 - Roshan Sharma.pdf, KAPIL's Resume - Kapil Yadav.pdf, RESUME_PULKIT - pulkit sablok.pdf, ayushi sharma resume new - Ayushi Sharma.pdf, Vicky mishra resume - Vicky Mishra.pdf, ritik resume maheshwari resume rea - Ritik Maheshwari.pdf, Rati's Updated Resume1. - Rati Choudhary.pdf, fazla - Fazla Yasini.pdf, resume jaya - Jaya

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Chandravanshi, Kanhaiyalal__Resume - Kanhaiyalal Vakthariya.pdf, pdf_20230214_190449_0000 - Rounab Biswas.pdf, RESUME 12 - Abhishek Sharma.docx, 71966F5E-4DB9-403E-B086-DF5DEB9CCE8D - Vaishnavi Patidar.pdf, Resume_14_02_2023_05_24_26_pm - Shashank Jaiswal.pdf, Anjali Chouhta - Anjali Chouhta.pdf, resume-N - Anuj Karma.pdf, PRACHI's Resume (3) - Prachi Borekar.pdf, Ramnarayan tiwari resume - Ramnarayan Tiwari.pdf, Shrashti Chandel's resume - Shrashti Chandel.pdf, Tanushree Patidar Resume - Tanushree Patidar.docx, pratima patel (1) - pratima patel.pdf, Rahul_05 - Rahul Alatre.pdf







HIGH BEAM GLOBAL - HEMANT MULCHANDANI

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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Campus Invitation 2023 Batch @ IIST,Indore..!!| JAIPUR requirements 1st

Ritika Madaan <ritika.madaan@hbgknowledge.com> Thu, Feb 2, 2023 at 9:47 AM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Cc: monika.ahuja@hbgknowledge.com

Hi Kundan

PFB the list of final shortlisted students for Jaipur location.

Shradha Kushwah
Sanskrati Joshi
Anshika Gupta
Prathamesh Pachunkar
Muskaan Gangwani
Hemant Mulchandani

Kindly share their documents so that I can proceed with their offer. PFB the list of required documents.

1. PAN Card
2. Aadhar card(front & back)
3. All educational documents.

Please note that their joining will be on 13th Feb.

Regards

Ritika

From: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Sent: 01 February 2023 13:57
To: Ritika Madaan <ritika.madaan@hbgknowledge.com>
Subject: Re: Campus Invitation 2023 Batch @ IIST,Indore..!!| JAIPUR requirements 1st

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TCS - HIMANSHU MANDE

Offer: Computer Consultancy
Ref: TCSL/CT20223947016/Mumbai
Date: 24/11/2022

Mr. Himanshu Mande
22Shrinath Colony Mhow Gaon,
Mhow,
Indore-453441,
Madhya Pradesh.
Tel# -6261143639

Dear Himanshu Mande,

Sub: Letter of Offer

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

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

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

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

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

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Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelines: [illegible] Email: careers@tcs.com

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year.The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

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

HIS offers the following benefits:

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1. **Basic Cover**

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

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

2. **Higher Hospitalisation**

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

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

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

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12. Overseas International Assignment Agreement

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

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

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

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

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16. Retirement

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

17. Pre-employment Medical Certificate

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

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

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22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Himanshu Mande**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Indore Institute Of Science & Technology**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Rada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695583, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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







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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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







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10. Equitable Rights

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

11. General

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

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

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

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

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.







TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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ACCENTURE - HRITIKA JOSHI







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BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 08/22/2023

Hritika Joshi

C12181131

[redacted]

9644544615

Dear **Hritika Joshi**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering

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GAMMA STACK - IDRIS BOHRA

Indore Institute of Science & Technology * INDORE *
Indore Institute of Science and Technology * INDORE * IQAC
Indore Institute of Science & Technology, Indore * Placement Cell

GAMMASTACK
Brand of Grep Ruby Webtech Pvt Ltd.

Dear Idrish,

We are pleased to offer you the position of **Solution Engineer** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **Rs. 4,14,516Lpa (CTC).** Please see the detailed remuneration structure in Annexure I
. You will have three months as your training period (Graduate Engineering Trainee)
. You will be entitled for a stipend of Rs. 7000/- during your training period
. On successful completion of your training, you will be on the rolls of the company with full salary.

You will be issued a detailed appointment letter upon joining us.

You are requested to report for duty on or before **16.Jan.2023, Monday at 11 AM**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.

On the day of your joining, you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth.
3. Three passport sizes colour Photographs.

If on verification, at the time of appointment or a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Grep Ruby Webtech Family and hope it will be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Grep Ruby Webtech Pvt. Ltd.

Head – HR

Neelam Kabra

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Accepted & Agreed

Idrish Bohra

Indore Institute of Science & Technology Placement Cell

91-731-2974574
www.gammastack.com
contact@gammastack.com
6th Floor, Crystal IT Park,
Indore 452014 (M.P.), India

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GAMMASTACK

Annexure I

S.NO.	PARTICULARS	Amount in Rs.	
		Per Month	Per Annum
1	Basic	15000	180000
2	House Rent Allowance	3500	42000
3	Dearness Allowance	2000	24000
4	Conveyance Allowance	1600	19200
5	Medical Allowance	1250	15000
6	Flexi pay	1000	12000
7	Special Allowance	650	7800
	Total Fixed Remuneration (A)	**25000**	**300000**
8	Performance Bonus (Paid after 1 year as per individual & company performance)		80000
9	Leave encashment**		14516
10	Insurance & Food		20000
11	**Annual Components (B)**		**114516**
	Total Cost to Company (A+B)	**25000**	**414516**

**Leave encashment – You can avail this amount if you have any unconsumed leave at the year end. Pls note annual leave is calculatedon prorata basis. If you resign from the company in mid of the year all theleaves will be lapsed & you will not be entitled to get any leave encashment.

In Words (Four Lakh Fourteen Thousand Five Hundred Sixteen Only)

This payment is made to you as dictated by the Indian Tax Authorities and issubject to change if the India Tax law changes

For Grep Ruby Webtech Pvt. Ltd.

Head – HR

Neelam Kabra

Institute of Science and Technology IQAC INDORE

Institute of Science & Technology Indore Placement Cell

Accepted & Agreed

Idrish Bohra

Institute of Science & Technology INDORE

91-731-2974574

www.gammastack.com
contact@gammastack.com

6th Floor, Crystal IT Park,
Indore 452014 (M.P.), India

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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ILINK DIGITAL - ISHANK YADAV







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iLink Multitech Solutions
Thinking Beyond

10/10/2022

WELCOME LETTER

Dear Ishank Yadav,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

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iLink Multitech Solutions
Thinking Beyond

10/10/2022
IL-Pun-Con-169

Ishank Yadav

Email: ishank.y30@gmail.com

Dear **Ishank Yadav**

Congratulations!

With reference to the interview held on **06/10/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, for a period of 6 months.
Your work location will be based out of our office in at 5th Floor, Malpani Agile, Pancard Club Road, Baner, Pune – 411045. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

IQAC INDORE

Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology

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iLink Multitech Solutions

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

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ACCENTURE - JAHANVI RAIKWAR







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Strictly Private and Confidential

Date: 08/22/2023

Siddhi Singh

Sayaji Square , Near Krishna Doodh Dairy, Vijay Nagar

Dear **Siddhi Singh,**

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

Job Profile - Packaged App Development Associate
Management Level - 12
Job Family Group - Software Engineering







Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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REDIXWEB TECHNOLOGY - JAYESH KUSHWAH

IQAC
Placement Cell
Indore Institute of Science & Technology

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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K







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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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SKILLISH - JUHI PATEL







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-71

02/03/2023

Attach / Paste Your Photo Here

Dear **Juhi Patel,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____
(Candidate's Signature)

DATE:

Institute of Science & Technology, Indore IQAC INDORE
Institute of Science & Technology, Indore Placement Cell
Institute of Science & Technology, Indore INDORE

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Indore Institute of Science and Technology * INDORE * IQAC

Indore Institute of Science & Technology, Indore ★ Placement Cell

Indore Institute of Science & Technology ★ INDORE ★

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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TCS - K DHAWAL VERMA

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Offer: Computer Consultancy
Ref: TCSL/DT20229490410/Mumbai
Date: 24/11/2022

Mr. K Dhawal Verma
29Raja Bagh Colony,
Near Lal Bagh,
Indore-452007,
Madhya Pradesh.
Tel# 91-9131211561

Dear K Dhawal Verma,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (W), 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Institute of Science and Technology IQAC INDORE
Institute of Science & Technology Placement Cell Indore
Institute of Science & Technology INDORE

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

CODEYOUNG - KAJAL GYANCHANDANI







Codeyoung

The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

25th March 2023,

Dear Kajal Gyanchandani,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.
For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

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Indore Institute of Science & Technology * Placement Cell *

Indore Institute of Science & Technology * INDORE *

Codeyoung

JOB TITLE: Inside Sales Executive.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory char ges arising as a result of your employment with the Company , these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

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Indore Institute of Science & Technology INDORE

6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required fromtime to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or

being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.

Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoungadopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company.

14.DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess,is kept protected . Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

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- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months**' notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

Placement Cell
IQAC
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of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any c laims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for aduration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes

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IQAC

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shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.

Codeyoung

CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

Codeyoung

HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination , or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:

Signature:

Codeyoung

HR 2.01 F6 – Data Protection Declaration

To: Codeyoung ("Codeyoung")

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as
a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a "Data Controller" and together the "Data Controllers").

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else's use (whether for profit or not) m ake copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

a. Codeyoung staff training video on data protection;
b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.

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Codeyoung

6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE
DATE







Codeyoung

DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title_

Date _____







Codeyoung

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business- like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subje ct to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must bemade.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.







Codeyoung

I **Kajal Gyanchandani,**

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

Codeyoung

HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name

Codeyoung

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹67,150	₹5,596
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	**₹412,600**	**₹34,383**
	Employer Contribution to PF	₹23,400	₹1,950
A	**CTC Total**	**436000**	**36333**
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
B	**Total Deductions**	₹24,000	₹2,000
A - B	**Net Salary**	**₹388,600**	**₹32,383**

With regards,

Shailendra Dhakad
Director Codeyoung







INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - KANHAIYALAL VAKTHARIYA







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-38

01/03/2023

Attach / Paste
Your Photo Here

Dear **Kanhaiyalal Vakthariya,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Placement Cell

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SKILLISH - KAPIL YADAV







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
PAN: ABJCS5615A

SKILLISH 23-39

01/03/2023

Attach / Paste
Your Photo Here

Dear **KAPIL YADAV**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____
(Candidate's Signature)

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement DATE: Indore

Indore Institute of Science & Technology INDORE

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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SKILLISH - KETAN ATTARDE







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SF - 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-41

01/03/2023

Attach / Paste
Your Photo Here

Dear **Ketan Attarde**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Indore Institute of Science and Technology * INDORE * IQAC
Indore Institute of Science & Technology * Placement Cell
Indore Institute of Science & Technology * INDORE *

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TATVIC ANALYTICS - KRITI MISHRA







Tatvic

Tatvic Analytics Private Limited
Corporate Office:
Office No. 402 & 403,
4th Floor, Camps Corner II,
100 ft Road, Prahaladnagar,
Ahmedabad – 380015, Gujarat.

06th October 2022

Offer Letter

Dear Kriti,

This is to confirm that you have been selected to undergo your internship with **Tatvic Analytics at Ahmedabad location.**

Your tentative Date of Joining will be on **3rd January'23.**

You will be a part of the **"Key Account Management (International)" team** and will be undergoing on the job training as **Technical Trainee.**

The details of internship are as follows:

- Stipend per month will be of 10000/
- Duration of Internship: 6 Months
- On completion of the internship if the performance has been good and you clear the performance review then we will look at permanent employment procedures thereon; (Based entirely on the performance review). We offer the permanent employment thereafter at a **5,00,000 Rs per annum CTC .**

Please acknowledge receipt of this internship offer letter by sending back duly signed copy as a token of your acceptance within one day. In case you fail to respond within the stipulated period, the offer will stand withdrawn automatically.

We look forward for our long and mutually beneficial association.

With best wishes,
For Tatvic Analytics Pvt. Ltd

Pooja Shah
HR Generalist

Acceptance: I have gone through the aforesaid letter and have understood fully the contents and intends of the said letter. All the terms and conditions are fully satisfactory and acceptable to me, and they are binding on me.

Name: Signature: Date:

Indore Institute of Science & Technology, Indore Placement Cell

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

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VIRIM INFOTECH - KULDEEP BAROD







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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Internship & Campus Hiring - Virim Infotech Indore

Suhani Surana <suhani.surana@viriminfotech.com> Thu, Dec 29, 2022 at 4:24 PM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Cc: Neha Pandey <neha@viriminfotech.com>

Hi Mr Kundan,

I just wanted to share a short summary with you regarding the campus drive that we have conducted in your college. I have received the data of 120 students from you , 110 students have appeared in the online technical test conducted by us. 40 students have cleared that test after that we have done our HR Round and approx 20 students have given their project demo. Out of which 2 students are shortlisted (Prassana Kudle & Kuldeep Barod) because of their skills and if everything goes well in the internship they are ready to join us in future and enter into a 2 year service agreement with us. Both of them will be joining us by 2nd January . Requesting you to please exempt them from the classes and other things which are not important for them now. From our side we will give them leaves during mid sem test, internals, externals and final examinations.

Thank you for your cooperation & support during the entire process.

In case of any issue please feel free to contact us.

Regards,

Suhani Surana| Generalist HR

Email: suhani.surana@viriminfotech.com
Website: www.viriminfotech.com
Address: Virim Infotech | Electronic Complex | Indore, India
Phone: 9109206743

[Quoted text hidden]

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GAMMA STACK - KUNAL PARMAR







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GAMMASTACK
Brand of Grep Ruby Webtech Pvt Ltd.

Dear Kunal,

We are pleased to offer you the position of **Solution Engineer** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **Rs. 4,14,516Lpa (CTC).** Please see the detailed remuneration structure in Annexure I
. You will have three months as your training period (Graduate Engineering Trainee)
. You will be entitled for a stipend of Rs. 7000/- during your training period
. On successful completion of your training, you will be on the rolls of the company with full salary.

You will be issued a detailed appointment letter upon joining us.

You are requested to report for duty on or before **16.Jan.2023, Monday at 11 AM**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.

On the day of your joining, you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth.
3. Three passport sizes color Photographs.

If on verification, at the time of appointment or a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Grep Ruby Webtech Family and hope it will be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Grep Ruby Webtech Pvt. Ltd.

Head – HR

Neelam Kabra

Accepted & Agreed

Kunal Parmar

91-731-2974574
www.gammastack.com
contact@gammastack.com
6th Floor, Crystal IT Park,
Indore 452014 (M.P.), India

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GAMMASTACK

Annexure I

S.NO.	PARTICULARS	Amount in Rs.	
		Per Month	Per Annum
1	Basic	15000	180000
2	House Rent Allowance	3500	42000
3	Dearness Allowance	2000	24000
4	Conveyance Allowance	1600	19200
5	Medical Allowance	1250	15000
6	Flexi pay	1000	12000
7	Special Allowance	650	7800
	Total Fixed Remuneration (A)	**25000**	**300000**
8	Performance Bonus (Paid after 1 year as per individual & company performance)		80000
9	Leave encashment**		14516
10	Insurance & Food		20000
11	**Annual Components (B)**		**114516**
	Total Cost to Company (A+B)	**25000**	**414516**

**Leave encashment – You can avail this amount if you have any unconsumed leave at the year end. Pls note annual leave is calculatedonprorata basis. If you resign from the company in mid of the year all the leaves will be lapsed & you will not be entitled to get any leave encashment.

In Words (Four Lakh Fourteen Thousand Five Hundred & Sixteen Only)

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

For Grep Ruby Webtech Pvt. Ltd.

Head – HR

Neelam Kabra

Accepted & Agreed

Kunal Parmar

91-731-2974574
www.gammastack.com
contact@gammastack.com
6th Floor, Crystal IT Park,
Indore 452014 (M.P.), India

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REDIXWEB TECHNOLOGY - KUNAL SHARMA







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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshnairatnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

Indore Institute of Science & Technology * INDORE * IQAC

Indore Institute of Science & Technology * INDORE *

Indore Institute of Science & Technology * Placement Cell * Indore

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - MADHVI SONERA







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-42

01/03/2023

Attach / Paste
Your Photo Here

Dear **Madhvi Sonera**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology Placement Cell Indore

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SKILLISH - SHALINI JOSHI

Gmail

Biplab Dey <biplab.dey@indoreinstitute.com>

Selected Students List

Ridham Bansal <hr.ridhambansal@skillish.in> Fri, 24 Feb at 1:54 PM
To: Biplab Dey <biplab.dey@indoreinstitute.com>

Hi Biplab,
Greetings for the day from Skillish!
Hope you are doing well.

Here is the list of students who are selected from our side. We want the hiring from the date 5th march,2023. Is that possible?

--
Thanks & Regards,
Ridham Bansal (HR)
visit our site

Disclaimer:

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If you have received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

Screenshot_20230218-120125_Drive - Shivani Prajapati.jpg, Selected Students (Indore Institute).xlsx, non - Shailendra Mishra.pdf, Resume_Shubham Kumar Jain_Format1 (1)-1 - SHUBHAM J AIN.pdf, Madhvi's new Resume - Madhvi Sonera.pdf, RISHITA BAVISKAR Updated CV 3 feb - rishita baviskar, RESUME_SK - Shraddha Kushwah.pdf, Jatin Gurnani CV - Jatin Gurnani.pdf, Sheetal CV cvbuilder (1) - Sheetal Bairagi.pdf, R.Resume - Rishabh Meena.pdf, resume urvashi upadhyay - Urvashi upadhyay.pdf, Shubham's Resume - Shubham Vishwakarma.pdf, AAYUSHI BHAWSAR.cv - Aayushi Bhawsar.pdf, Ketan's Resume (6) - Ketan Attarde.pdf, Vivek's_RESUME_with photo - Vivek Jain.pdf, Shailja Kushwaha - Shailja Kushwaha.pdf, Shalini_Joshi_Resume_04-02-2023-16-08-48 - Shalini Joshi.pdf, Sheetal Patil,Indore institute of pharmacy, Indore Madhya Pradesh - Sheetal Patil.pdf, Kamal Singh bisht - Kamal Bisht.pdf, Aman mishra Resume-2 - Aman Mishra.pdf, resume - Siddhi Shukla. NEW (SIDDHI SHUKLA), prakhar joshi mba resume - Prakhar Joshi.pdf, Nitin resume - Nitin Mishra.pdf, Archi resume-1.pdf - Archi Dayma.pdf, CV_2023012108564326 - Himani.pdf, Ankit Pandey Resume - Ankit Pandey.pdf, Anshika_Resume_latest - Anshika Gupta.pdf, Aayush's_Resume (1) - aayush sharma.pdf, Ayushi_Patel_Resume_ - Ayushi Patel, Karan Resume final - Auto madness.pdf, Garima's Resume - Garima Vyas.pdf, Raghavraj Patil Resume - Raghavraj Patil.pdf, Roshan_Sharma_Resume_04-02-2023-15-41-37 - Roshan Sharma.pdf, KAPIL's Resume - Kapil Yadav.pdf, RESUME_PULKIT - pulkit sablok.pdf, ayushi sharma resume new - Ayushi Sharma.pdf, Vicky mishra resume - Vicky Mishra.pdf, ritik resume maheshwari resume rea - Ritik Maheshwari.pdf, Rati's Updated Resume1 - Rati Choudhary.pdf, fazla - Fazla Yasini.pdf, resume jaya - Jaya

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Indore Institute of Science & Technology

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Chandravanshi, Kanhaiyalal__Resume - Kanhaiyalal Vakthariya.pdf, pdf_20230214_190449_0000 - Rounab Biswas.pdf, RESUME 12 - Abhishek Sharma.docx, 71966F5E-4DB9-403E-B086-DF5DEB9CCE8D - Vaishnavi Patidar.pdf, Resume_14_02_2023_05_24_26_pm - Shashank Jaiswal.pdf, Anjali Chouhta - Anjali Chouhta.pdf, resume-N - Anuj Karma.pdf, PRACHI's Resume (3) - Prachi Borekar.pdf, Ramnarayan tiwari resume - Ramnarayan Tiwari.pdf, Shrashti Chandel's resume - Shrashti Chandel.pdf, Tanushree Patidar Resume - Tanushree Patidar.docx, pratima patel (1) - pratima patel.pdf, Rahul_05 - Rahul Alatre.pdf







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CIS - MAYANK SONI







Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Re: Regarding Shortlisted Candidates

1 message

Anjali vyas <anjali.v@cisinlabs.com> Wed, Apr 19, 2023 at 6:48 PM
To: kundan.bhavsar@indoreinstitute.com

Dear Sir ,

Greetings from CIS,

As per our Discussion these were the shortlisted candidates from the drive and **Shrey Somwanshi** has updated us that he is not okay with T&C after all the process , Please check and take strict action which is required.

We hope that this would be taken as the issue of consideration. Hope to get sincere and responsible candidates from your end for the further processes.

--
Regards,
Anjali V.
HR Executive
Human Capital Managment

INDIA Office: CIS, 142-A ,New IT Park, Electronic Complex, Pardeshipura, Indore, MP - 452010.
Tel:: +91-731-666-4000

On 17-04-2023 15:55, Anjali vyas wrote:

> Dear Sir,
>
> Greetings from CIS,
>
> We deeply appreciate your team's efforts sir and we are glad to inform you that, we have got 3 selections.
>
> Name of the selected students are:-
>
> 1) Shrey Somwanshi
>
> 2)Keshav Agrawal
>
> 3) Mayank Soni
>
> We would like to Consider the Date of Joining - **15th May 2023** . We have already informed students regarding the same. Please consider and Acknowledge.
>
> --
> Regards,
> Anjali V.
> HR Executive
> Human Capital Managment
>
> INDIA Office: CIS, 142-A ,New IT Park, Electronic Complex, Pardeshipura, Indore, MP - 452010.
> Tel:: +91-731-666-4000

IQAC Indore Institute of Technology INDORE
Placement Cell Indore Institute of Science & Technology, Indore
Indore Institute of Science & Technology INDORE

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FINZLY - MEGHALI LIKHAR

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology Indore Placement Cell

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

30th November 2022

To,

Meghali Likhar,
Indore Institute of Science & Technology, MP

Dear Meghali,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology

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2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology Placement Cell

This is a system generated document and does not need a signature

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

ANNEXURE 1

Meghali Likhar
Indore Institute of Science & Technology, MP
Trainee Engineer

You will be under probation for six (6) months from your date of joining Finzly. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR **5,00,000/-** (Rupees Five Lakhs Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept







This is a system generated document and does not need a signature.

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AVIZVA - MOHD AYAN ABBASI

AVIZVA

Letter of Intent

Date: 6th December 2022

Mohd Ayan Abbasi

Dear Ayan

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Mohd Ayan Abbasi
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-.*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Anukampa Dubey
Senior Manager- Talent Acquisition

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

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Indore Institute of Science & Technology Placement Cell Indore

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10. Performance Of Duties:

10.1.You will report to the person as nominated by the Company at the time of your joining

10.2.On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3.You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4.You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5.You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6.It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1.You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2.Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3.Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4.Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5.Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6.Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7.Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8.If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.- Based on your performance so far
- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10.Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11.Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information

12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

TCS - MOHIT SINGH CHAMYAL







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Offer: Computer Consultancy
Ref: TCSL/DT20223228413/Mumbai
Date: 22/09/2022

Mr. Mohit Singh Chamyal
C-110, Chhatra Chhaya ColonyPithampur,
Pithampur,
Dhar-454775,
Madhya Pradesh.
Tel# -

Dear Mohit Singh Chamyal,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Voltas Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Institute of Science and Technology IQAC INDORE
Institute of Science & Technology INDORE
Institute of Science & Technology, Indore Placement Cell
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INK MY TASK - NANDINI SOLANKI









InkMyTasK
103, Gurukripa Crystal, Above HDFC Bank,
Chandralok Square, Anand Bazar Road, Indore (452001)
Website www.inkmytask.com
admin@inkmytask.com
+919713470590 +919644056667

Mar 22nd, 2023

Ms. Nandini Solanki

Subject: Offer Letter

We welcome you to the InkMyTask Family!

It is with great pleasure that we offer you the role of **Executive Academic Writer-under Training** for InkMyTask. You will be eligible for **INR 15,000/-** (Rupees Fifteen thousand only) in-hand salary. Further, your training cum probation period will be of 3 months. Post successful completion of your training period cum probation, you will be shifted to 3 LPA CTC plus incentives (Subject to terms and condition of the job position).

Kindly note that your training period is for 3 months only and it is mandatory to finish the entire training period. **Any continuation of employment and payroll offer would be solely at our discretion and on the basis of performance evaluation of training period.**

Further, you need to complete at least one month training from office to claim your eligible compensation.

Date of Joining: 27th Mar 2023.

This offer letter is valid for one week starting from **22nd Mar 2023** post that, it shall automatically expire without any renewal. You are therefore requested to accept the same within the given timeframe.

AUTHORISED SIGNATORY

FOR INKMYTASK

I.....hereby accept the above offer of InkMyTasK
Signature:.....Date:.....
This offer letter is valid only when it is signed by both signatories

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TCS - MAULESH NAGAR







Offer: Computer Consultancy
Ref: TCSL/DT20222953090/Mumbai
Date: 24/11/2022

Mr. Maulesh Nagar
22 New, Old 31Bank Colony,
Annapurna Road,
Indore-452009,
Madhya Pradesh.
Tel# -

Dear Maulesh Nagar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Voltas Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 [illegible] India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.[illegible].com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai [illegible]
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Institute of Science & Technology INDORE

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GOOGLE SOC - NARENDRA SINGH ANJANA







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Fwd: GSoC 2023: Congratulations, your proposal with AOSSIE has been accepted!

1 message

Narendra Singh Anjana <narendraanjana09@gmail.com> Fri, May 5, 2023 at 11:53 AM
To: corporate.relations@indoreinstitute.com

---------- Forwarded message ---------
From: <summerofcode-noreply@google.com>
Date: Fri, 5 May 2023 at 12:50 AM
Subject: GSoC 2023: Congratulations, your proposal with AOSSIE has been accepted!
To: <narendraanjana09@gmail.com>



Google Summer of Code

Welcome to Google Summer of Code 2023! We are pleased to have you join the GSoC community.

Your proposal Agora Vote Android: A Comprehensive Update with Jetpack Compose, CI/CD, and Result Visualization has been accepted by Org AOSSIE for GSoC 2023.

Please read the Accepted Contributor Information (link to doc). It contains important information you need to know about your participation in GSoC "2023". You will receive another detailed email with information about your GSoC stipend from Google Program Administrators in the next few days, please be sure to check your email.

If you have any questions please contact Google Program Administrators at gsoc-support@google.com

Have a wonderful summer!

- GSoC Team

https://summerofcode.withgoogle.com

For any questions, please contact gsoc-support@google.com. Replies to this message go to an unmonitored mailbox.

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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TECH MAHINDRA - NISHCHAL MEHRA







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TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2174184 / ELTP-CAMPUS / 2023 **15-Dec-2022**

Subject: Letter of Intent

Dear Nishchal,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 3 (Three) months** from the date of joining.
- You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000**. (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Krishna Ramaswamy

Head - Resource Management Group

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TECH mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
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Gateway Building, Apollo Bunder
Mumbai 400 001, India.
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Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

TECH mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure - B

Total Cost to Company (TCC) (Per Annum)	**325000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	**280985**
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	**312206**
Additional Benefits....(B)	**12794**
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ------(A) + (B)	**325000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus, If applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary. **(*)** Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

REDIXWEB TECHNOLOGY - NIKITA MISHRA







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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

426

First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

428

Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

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REDIXWEB TECHNOLOGY - NILESH PANWAR







430

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

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Below are the name of students.

Indore Institute of Science & Technology, Indore ★ Placement Cell

Indore Institute of Science & Technology ★ INDORE

Indore Institute of Science and Technology ★ IQAC

431

First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

Indore Institute of Science & Technology * INDORE *

Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science and Technology IQAC * INDORE *

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

433

Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

439

TEKLINK - ANANT RAJ







435

Biplab Dey <biplab.dey@indoreinstitute.com>

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To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitorajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

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Feel free to contact us in case of any doubt or query.

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Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

436

First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

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BETAQUE - NITIK PATIDAR







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βETAQUE

Dear Nitik Patidar,

We are pleased to offer you the position of **SDE-1(DevOps)** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **₹ 6,34,000 / pa (CTC)**. Please see the detailed remuneration structure in Annexure I.

You will be issued a detailed appointment letter on your joining us.

You are requested to report for duty on or before **1st August 2022** at **11 am** in the **Indore** Office. In case you fail to report for duty on this date unless otherwise agreed in writing the offer shall stand automatically withdrawn.

On the day of your joining you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth(Birth Certificate)
3. Three passport sizes colour Photographs.
4. Photos of Aadhar Card, PAN Card.
5. One signed blank cheque on onboarding day.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Betaque Family and hope it would be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Nitik Patidar

Betaque

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Annexure I

S No		Amount (₹)	
		Per Month	Per Annum
1.	Basic Pay	15,000	1,80,000
2.	Dearness Allowance	6,000	72,000
3.	House Rent Allowance	6,000	72,000
4.	Other Allowance	3,000	36,000
5.	Total Fixed Remuneration (A)	30,000	3,60,000
6.	Performance Bonus (Paid once a year based on your Performance after training) **(B)**		1,00,000
7.	Loyalty Bonus (Will be paid once you complete 3 years in the organisation after training) **(C)**		1,00,000
8.	Variables (leave encashment) **(D)**		25000
9.	Food & other benefits **(E)**		37,000
10.	Travelling Allowances	1,000	12,000
	Total Cost to Company (A+B+C+D+E)	31,000	6,34,000

In Words (Six Lakh Nine Thousand)

Bond will start from your joining date **01/08/2022**.

You'll be on a service training agreement for 24 months.

Six months would be a training period where you'll get a stipend of ₹15,000 + travelling allowance.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Nitik Patidar

REDIXWEB TECHNOLOGY - PANKAJ PORWAL

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or que

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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AVIZVA - PIYUSH MAHAJAN







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AVIZVA

Letter of Intent

Date: 6th December 2022

Piyush Mahajan

Dear Piyush

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Institute of Science & Technology, Indore ★ Placement Cell

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Indore Institute of Science and Technology ★ IQAC ★ INDORE ★

Indore Institute of Science & Technology ★ INDORE ★

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA - PRADEEP DALAL

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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AVIZVA

Letter of Intent

Date: 6th December 2022

Pradeep Dalal

Dear Pradeep

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science & Technology INDORE

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Indore Institute of Science and Technology IQAC INDORE

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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UNIKAIHATSU - NIKHIL SAHU

Indore Institute of Science & Technology, Indore
Placement Cell

Indore Institute of Science and Technology
IQAC
INDORE

Indore Institute of Science & Technology
INDORE

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Biplab Dey <biplab.dey@indoreinstitute.com>

[HRD] Final round Result (Suraj)

Recruit <recruit@usindia.com>
To: Biplab Dey <biplab.dey@indoreinstitute.com>

Tue, Mar 28, 2023 at 3:35 PM

Hello Sir,

As per our telephonic discussion we have consider below candidate in final round.

Details are as under

Suraj Chouhan

Job Location : Indore

Dept: APL (Dot net)

Joining Date: First week of June

On or before 31ST Mar 2023 we would like to complete joining formality with them.

We required his original document (10th, 12th and 06th Semester marksheet).

Photo : 2 Copies

Xerox: Adhar card and pan card

We will issue him appointment letter while we collect document.

Call me if any query.

Thanks

Dipal Zaveri

From: Recruit [mailto:recruit@usindia.com]
Sent: Thursday, March 16, 2023 5:33 PM
To: 'Biplab Dey'
Subject: [HRD] Final round dt. 2023/03/17

Hello Biplabsir,

Kindly note that below candidate clear technical round we need to arrange final round.

Rishita 16:00

Roshan sharma16:30

Skype id : uksbo.hr01

Plz send fillup form of both candidate till tomorrow 12:00 noon.

Institute of Science & Technology, Indore ★ Placement Cell

Indore Institute of Science & Technology ★ INDORE ★

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Thanks

Dipal Zaveri

From: Recruit [mailto:recruit@usindia.com]
Sent: Monday, March 13, 2023 5:23 PM
To: 'Biplab Dey'
Subject: RE: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Hello Biplabsir,

Kindly note that below candidate clear technical round we need to arrange final round.

1. Shreya Bevhar 15:00
2. Jitendra Jain 15:30

Skype id : uksho.hr01

Plz send fillup form of both candidate till tomorrow 12:00 noon.

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Monday, March 13, 2023 1:52 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear Ma'am,

PFA

On Mon, Mar 13, 2023 at 10:39 AM Recruit <recruit@usindia.com> wrote:

> Hello Sir,
>
> Plz note below employee clear communication round
>
> Technical interview
>
> Date: 2023/03/14
>
> Technical person : Raman
>
> RaghavRaj Patil
>
> Himanshu Mande
>
> Nikhil Sahu
>
> Shalini Joshi
>
> Date: 2023/03/14

Indore Institute of Science & Technology, Indore * Placement Cell

Indore Institute of Science & Technology * IQAC * INDORE

Indore Institute of Science & Technology * INDORE

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Technical person : Sachin san

Harsh Rajput

Roshan Sharma

Sunyog Maurya

Date: 2023/03/14

Technical person : Vimal san

Urvashi Upadhyay

Jayesh Patithan

Sameer Khan

Date: 2023/03/14

Technical person : Sajeesh san

Anand Sigh Mehra

Vidhisha Patidar

Hritika Gupta

Aditya Gupta

Date: 2023/03/15

Technical person : Ram san

Suraj Chauhan

Sujal Badole

Prashasha Kashyap

Aniket Choudhary

Date: 2023/03/15

Technical person : Vimal san

Rishita Baviskar

Rounak Patikar

Saurabh Arne

Anand Patil

Skpe id you have already plz forward me CV of Tomorrow employee.

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Monday, March 06, 2023 10:49 AM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Technical round Resumes

On Mon, Mar 6, 2023 at 9:19 AM Recruit <recruit@ueindia.com> wrote:

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Hello Sir,

Kindly check below list of student today interview status.

Rejected

Jayesh Kushwah

Seemanjay

Abhishek Patidar

Palki

Chetan Patel

Dt. 2023/03/06

Consider below employee

Vimalsan: uks.bo.adi.wdg07

1. Manpreet Bedi 15:00
2. Shreya Bevhar 15:30
3. Aman Nigon 16:00

Sajeeshsan: uks.bo.adi.wdg11

4. Harsh Jaiswal 15:00
5. Aman chauhan 15:30
6. Jitendra Jain 16:00

Ramsan: uks.bo.idr.apl08

7. Deepak solanki 15:00
8. Vishakha Ekhar 15:30
9. Pawan 16:00
10. Yash 16:30

Plz inform Student to send skype request on or before 30 min for interview time.

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@pmcoreinstitute.com]
Sent: Sunday, March 05, 2023 7:20 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear ma'am,

As per your requirement, I am sharing you CV'S for scheduled interview on Monday.

PFA

On Sat, Mar 4, 2023 at 5:05 PM Recruit <recruit@usindia.com> wrote:

> Hello Biplab,
>
> Kindly check below list of student today interview status.

Indore Institute of Science & Technology Placement Cell

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Rejected

Jayesh Kushwah

Seemanjay

Abhishek Patidar

Pulkit

Chetan Patel

Manpreet Bedi

Shreya Bevhar

Aman Nigon

Harsh Pwan Yash

Aman chauhan

Plz send CV so we will schedule interview on Monday

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Tuesday, February 28, 2023 5:54 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear ma'am,

As per prior information, I am sharing with you the list of students who had trouble in the test. Kindly look into the same.

Simran Sahu
Siddhi Singh
Ayuree thakur
Rishta Baviskar
Ritik More
Ankita Soni
Balram Raghuvanshi
Pooja Pal
Kartik sharma
Divya Raut
Ankit Pandey
Manpreet Kaur Bedi
Gourav Choudhary
Vivek Jain
Shalini joshi
Roshan sharma
Juhi patel
Rati Choudhary
Aman Singh Chauhan
Rahul kashyap
Ajeet Singh Chouhan
Suraj Chouhan
Parag kushwah
Sayyed Dayaan Ali
Harshita Kashyap
Anjali Mukati
Ashish Kushwah
Aditya Gupta
Abhishek Dhole
Yash Choudhary
Anuj karma
Jaya chandravanshi
Arpit kumar sarathe
Shreya Beohar
Tanmu Jain
Aman nigam
Aayushi gurjar
Harsh jaiswal
Sakshi Nagar
Surbhi Dhanotiya
Pratyoosh Mishra

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Indore Institute of Science & Technology

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Nandkishore Parmar
Aman Rathore
Anjuman Varsee
Vicky Mishra
Priyanshu Singh
Nurendra Malvi
Kanha kushwah
Pawan ajmera
Kapil yadav
Ankur Hardia
Sandeep Mandora
Rahul Alatre
Shivank Pateriya
Gokul Panwar
Yash Ayanyas
Praveen Sisodiya
Abhishek Patidar
Damini Sahu
Shraddha Kushwah
Sadgi Daftari
Aayushi bhawsar
Shubham Rahangdale
Sharad Patel
Mukul Pateriya
Shruti verma
Darshan panchal
Harshita meena
Pulkit Sablok
Abhishek Sharma
Aman Gupta
Surbhi Dhanotiya
Sakshi Nagar
Santosh kumbhkar
Vishal Soner
Prashansha Kashyap
Abhishek Choudhary
Pranjal malviya
Deepak solanki
Sujeet Vishvkarma
Kartikaya Singh Sisodia
Isha Kanthale
Priyanshi Verma
Jitendra Jain

On Tue, Feb 28, 2023 at 5:30 PM Recruit <recruit@usindia.com> wrote:

> Hello Sir,
>
> Plz inform us when will be convenience for student for interview process
>
> Thursday : 30 student
>
> Friday : 30 Student
>
> Waiting for your reply.
>
> Thanks
>
> Dipal Zaveri

From: Recruit [mailto:recruit@usindia.com]
Sent: Wednesday, February 15, 2023 4:14 PM
To: 'Biplab Dey'
Subject: RE: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Hello Biplab,

Kindly check below details of online test.

Total 63 student.







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First communication round.

Skype id : ukaho.hr01

Dipal Zaveri

Thursday: 1 To 20 student

Friday: 21 To 40 student

Monday 41 To 63 student

Each student will take 5-10 min.

No.	Candidate Name	Test Name	Written Test Date	Appeared Date-Time	Attempted	Score	Total Question	Result
1	Aniket Choudhary	Java Fresher	2/7/2023	2/6/2023 16:57	22	13	25	Pass
2	Yash Ayanyas	C,C++	2/7/2023	2/6/2023 21:27	20	9	25	Pass
3	Ankit Pandey	C#.Net Fresher	2/7/2023	2/6/2023 15:37	25	15	25	Pass
4	Pulkit Sablok	C,C++	2/7/2023	2/6/2023 16:17	25	10	25	Pass
5	Vicky Mishra	Java Fresher	2/7/2023	2/6/2023 15:30	19	15	25	Pass
6	Pawan Ajmera	Java Fresher	2/7/2023	2/6/2023 22:41	20	16	25	Pass
7	Sameer khan	C,C++	2/7/2023	2/7/2023 17:35	25	10	25	Pass
8	Aditya Gupta	Java Fresher	2/7/2023	2/6/2023 15:24	25	11	25	Pass
9	Rounak Patidar	Java Fresher	2/7/2023	2/6/2023 16:22	25	19	25	Pass
10	Tannu Jain	C#.Net Fresher	2/7/2023	2/6/2023 17:12	25	16	25	Pass
11	Rishita Baviskar	Java Fresher	2/7/2023	2/6/2023 16:29	20	17	25	Pass
12	Abhishek Patidar	C,C++	2/7/2023	2/6/2023 17:13	25	10	25	Pass
13	Vidhisha Patidar	C,C++	2/7/2023	2/6/2023 16:07	25	13	25	Pass
14	Harsh Jaiswal	Java Fresher	2/7/2023	2/6/2023 16:04	24	20	25	Pass
15	Anshika Gupta	Java Fresher	2/7/2023	2/6/2023 15:53	25	10	25	Pass
16	Shraddha Kushwah	Java Fresher	2/7/2023	2/6/2023 16:01	25	21	25	Pass
17	Sanyog Maurya	C#.Net Fresher	2/7/2023	2/6/2023 15:25	25	18	25	Pass
18	shreya beohar	Java Fresher	2/7/2023	2/6/2023 16:05	25	21	25	Pass
19	Urvashi Upadhyay	C#.Net Fresher	2/7/2023	2/6/2023 17:21	25	16	25	Pass
20	Sourabh atre	C#.Net Fresher	2/7/2023	2/7/2023 13:07	25	11	25	Pass
21	Priyanshi Verma	C#.Net Fresher	2/7/2023	2/6/2023 15:14	20	14	25	Pass
22	Madhvi Sonera	Java Fresher	2/7/2023	2/6/2023 16:35	25	20	25	Pass
23	shalini joshi	C#.Net Fresher	2/7/2023	2/6/2023 17:16	25		25	Pass

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24	Jitendra Jain	Java Fresher	2/7/2023	2/7/2023 14:21	25	21	25	Pass
25	Ketan Attarde	Java Fresher	2/7/2023	2/6/2023 16:24	25	24	25	Pass
26	Chetan patel	C,C++	2/7/2023	2/6/2023 18:00	25	13	25	Pass
27	Tanisha Badole	C,C++	2/7/2023	2/6/2023 16:24	19	9	25	Pass
28	Seemanjay Ameriya	C,C++	2/7/2023	2/6/2023 15:54	24	8	25	Pass
29	Sandeep Mandora	Java Fresher	2/7/2023	2/6/2023 16:18	25	22	25	Pass
30	Gourav PAtidar	C,C++	2/7/2023	2/6/2023 18:46	25	14	25	Pass
31	Shivank Pateriya	C#.Net Fresher	2/7/2023	2/6/2023 15:11	20	10	25	Pass
32	Manpreet Bedi	C,C++	2/7/2023	2/6/2023 22:25	25	13	25	Pass
33	Sharad Patel	C#.Net Fresher	2/7/2023	2/6/2023 16:46	25	13	25	Pass
34	Anand Mehra	C#.Net Fresher	2/7/2023	2/6/2023 17:42	25	15	25	Pass
35	Deepak solanki	C#.Net Fresher	2/7/2023	2/6/2023 15:17	25	19	25	Pass
36	HIMANSHU MANDE	Java Fresher	2/7/2023	2/6/2023 15:12	20	13	25	Pass
37	Jayesh Paithankar	Java Fresher	2/7/2023	2/6/2023 15:47	25	23	25	Pass
38	Praveen Sisodiya	C,C++	2/7/2023	2/6/2023 16:34	24	11	25	Pass
39	Praveen Sisodiya	C#.Net Fresher	2/7/2023	2/7/2023 18:56	25	18	25	Pass
40	Vishakha Ekhar	C#.Net Fresher	2/7/2023	2/6/2023 16:50	25	14	25	Pass
41	Aman Chauhan	C#.Net Fresher	2/7/2023	2/6/2023 15:56	25	13	25	Pass
42	Prashansha Kashyap	C,C++	2/7/2023	2/6/2023 16:08	25	9	25	Pass
43	Aayush Sharma	C,C++	2/7/2023	2/6/2023 15:58	24	14	25	Pass
44	ABHISHEK KHATIK	Java Fresher	2/7/2023	2/6/2023 15:53	24	14	25	Pass
45	Mayank Soni	C,C++	2/7/2023	2/6/2023 16:02	24	10	25	Pass
46	Dayaan ali	Java Fresher	2/7/2023	2/6/2023 15:37	19	13	25	Pass
47	Aman Nigam	C,C++	2/7/2023	2/6/2023 15:46	25	11	25	Pass
48	Aditya Medatwal	Java Fresher	2/7/2023	2/6/2023 16:22	24	21	25	Pass
49	Raghavraj Patil	C,C++	2/7/2023	2/7/2023 14:57	25	11	25	Pass
50	SURAJ CHOUHAN	Java Fresher	2/7/2023	2/6/2023 17:05	25	19	25	Pass
51	Anand Patil	Java Fresher	2/7/2023	2/6/2023 16:14	25	21	25	Pass
52	Jayesh kushwah	Java Fresher	2/7/2023	2/6/2023 16:08	24	23	25	Pass
53	Nikhil Sahu	Java Fresher	2/7/2023	2/6/2023 15:36	25	15	25	Pass
54	Harsh kalam	Java Fresher	2/7/2023	2/6/2023 16:45	24	21	25	Pass









55	DEEPAK SURYAWANSHI	C,C++	2/7/2023	2/6/2023 15:38	24	8	25	Pass
56	Ayushi Jadhav	C,C++	2/7/2023	2/6/2023 20:17	22	9	25	Pass
57	Kanhaiyalal Vakthariya	C,C++	2/7/2023	2/6/2023 16:16	25	19	25	Pass
58	Sujal Badole	Java Fresher	2/7/2023	2/6/2023 16:48	24	23	25	Pass
59	Ritesh Goswami	Java Fresher	2/7/2023	2/6/2023 16:03	25	24	25	Pass
60	Roshan sharma	C#.Net Fresher	2/7/2023	2/6/2023 18:19	24	14	25	Pass
61	Vandana lakshkar	C#.Net Fresher	2/7/2023	2/6/2023 17:40	25	17	25	Pass
62	Bharat yadav	C,C++	2/7/2023	2/6/2023 19:17	25	15	25	Pass
63	Hritika Joshi	C,C++	2/7/2023	2/6/2023 16:31	25	10	25	Pass

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Monday, February 06, 2023 12:02 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Hello mam,

As per your requirement, I am sharing with you our interested candidate list.

On Sat, Feb 4, 2023 at 3:48 PM Recruit <recruit@joshndia.com> wrote:

> Hello Sir,
>
> Plz send me interested student list for online test.
>
> We will arrange online test on 2023/02/06
>
> Thanks
>
> Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Friday, February 03, 2023 2:08 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear Ma'am,

Thanks a lot for the Job description and the process.

As per our conversation, we are happy to conduct a drive of Unikaltura Software Pvt. Ltd for our students.

Looking forward for the reply.

Indore Institute of Science & Technology * INDORE * IQAC

Indore Institute of Science & Technology, Indore * Placement Cell

Indore Institute of Science & Technology * INDORE *

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On Thu, Feb 2, 2023 at 1:36 PM Recruit <recruit@usindia.com> wrote:

Dear Sir,

We have pleasure in introducing ourselves as Unikaihatsu Software Pvt. Ltd. as company that has 2 operating branch offices at Ahmedabad, Indore as well as Head office at Mumbai in India in addition to this we 5 operating units in Japan. We would like to inform you that currently we are in a process of recruiting "Trainees" for our organization with sound knowledge of software concepts and drive to work diligently in highly technical projects within this field.

We are writing to express our interest in participating in your recruitment session at your college for the final year students of 2021

Some highlighted points of our company

- **Unikaihatsu Software Pvt. Ltd. ISO 9001-2015 certified Software Company.**
- We are a reputed software company dealing in **Japanese market** with a focus and strategy on Japanese IT Industry for over 17 years.
- We stand amongst the **Top 5 of the 60 odd Indian companies working in Japan,** whose major business is generated from Japan.
- Specialized **training on Japanese Language, Business and Cultural mannerism,** etc, are imparted to all employees working on Japanese projects.
- **More than 60% of our employees can communicate fluently in Japanese.**
- In last 5 years, almost each employee in IT group had the opportunity to work in Japan within the 3rd year of his/her joining.

Why Unikaihatsu Software Pvt. Ltd

- The mentors are professionals who have at least 4 yrs of experience of working in Japan.
- In last 5 years, almost each employee in IT group had the opportunity to work in Japan within the 3rd year of his/her joining.
- Get chance to work exclusive Japanese Projects and Operating Systems.
- Get opportunity to learn Japanese from Japanese Teachers.

Job Description:

Job Location: Ahmadabad/ Indore

Qualification: B.E./B.Tech (In IT and Computers).

Position: - Trainee

Skills: Java / Dot net / C, C++

Remuneration:

No	Item	Details
1	Monthly Gross on appointment as Trainee	Rs. 19,000
2	Initial Training Period (actual period will depend on candidates training performance evaluation)	3-6months
3	Monthly Gross on successful completion of Initial Training and Confirmation of service as Programmer. (actual amount will depend on candidates evaluation in Initial Training Period done by the company)	Rs. 22,000 to Rs. 25,000
4	JLPT Excellence Award	N5; Rs 15,000 N4; Rs 20,000
5.	Annual CTC including all benefits	Rs.3,03,528

Monthly Gross, Annual CTC is subject to tax and other statutory deductions

Placement Cell

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Terms and conditions of employment:

Selected candidates will have to submit Original Document to the Company, valid for a period of One (1.0) year or till Appraisal Process is completed.

Employee's commitment of working for the company will be for the minimum period of Three (3.0) years from appointment. **If he / she leaves the services of the company without honoring this commitment, then the company will be entitled to recover from him / her an amount equivalent to the Training Cost.**

Selection Procedure:

1. Candidates who have accepted the terms and conditions of employment will have to appear following two online tests.
    i. Aptitude test (Compulsory)
    ii. Technical test. (minimum 1)
2. Those who would pass above online test will have to appear English Communication Test (Compulsory)

3. After that Student needs to appear HR Round and Technical Round.

Note: - Company reserves right for selection of candidate. Initially the locations would be Ahmedabad, Indore as per the requirement

Kindly let us know the next steps and we would be glad to take it forward.

Looking forward to hiring great talents from your college.

****

Dipal Zaveri

HR Officer - HRD Group

Unikaihatsu Software Private Limited

33-34, Udyog Bhavan, Sonawala Lane,

Goregaon (East), Mumbai, India, PIN 400-063

Phone : +91-22-26867334 Fax : +91-22-26867334

Mobile: +91-9969411964/ 7506564339

URL: http://www.uisindia.com

****

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Thursday, February 02, 2023 11:34 AM
To: Unikaihatsu HR PL; Unikaihatsu HR; recruit@uisindia.com
Subject: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear Ma'am,

Greetings from IIST IIP IIMR, Indore

Hope this mail catches you in good health and high spirits !!

It is indeed with great pleasure that we cordially invite your esteemed organization to participate in our campus placement program to consider students graduating and post-graduating in various disciplines of 2023 batch & online Pre-Placement Talk at **Indore Institute of Science and Technology, (IIST) Indore.**

At Indore Institute of Science and Technology, we are committed to enhancing the Employability Quotient of the Students along with Holistic Development. Towards this, we have dedicated **Special Interest Groups (SIGs)** on emerging technologies like Data Analytics, Cloud Computing, Artificial Intelligence, the Internet of Things (IoT), Robotics, Mechatronics, Additive Manufacturing, Renewable Energy, Sustainable Development, etc. These SIGs focus on the capacity building of the faculty and students and enable them to take up activities related to training, research, and development in emerging fields.

It will be our ardent privilege if you visit Indore Institute of Science and Technology which has multidisciplinary courses running under its flagship -Indore Institute of Science and Technology (IIST), Indore Institute of Management and Research (IIMR) and Indore Institute of Pharmacy (IIP).

Courses Offered:

Indore Institute of Science & Technology (IIST)

B.Tech in Mechanical Engineering, Computer Science & Engineering, Electronics & Communication Engineering, Information Technology, Civil Engineering and Chemical Engineering

And **Post Graduate courses** in Mechanical Engineering, Computer Science & Engineering, and Electronics & Telecommunication Engineering.

Indore Institute of Management and Research (IIMR) runs:

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B.Com(Hon.), BA(Econ. Hon), BBA, BBA (FT) and MBA.

Indore Institute of Pharmacy (IIP) runs:

B. Pharm. D. Pharm. and M. Pharm.

Student Intake 2023 Batch :

B-Tech Branch	No of Seats
Computer Science	180
Information Technology	60
Electronic & Communication	60
Mechanical Engineering	60
Civil Engineering	60
Chemical Engineering	60
AIML	60
Cyber security/IOT/BlockChain	60
M-Tech Branch	**No of Seats**
Mtech (CSE)	18
Mtech (Digital Communication)	18
Mtech (Machine Design)	18
UG/PG Branch	**No of Seats**
BBA	60
BBA FT	60
B Com	60
MBA	180
Pharmacy Branch	**No of Seats**
D Pharma	60
B Pharma	100
M Pharma	18

Some major recruiter in IT SECTOR:

Infosys, Zensar, HCL Technologies, Bitwise Global, KPIT Technology, Accenture, Wipro ,Amdocs, DXC ,Impetus, L & T InfoTech, J-flex Solutions, LG Soft (Oracle), CIS, Wipro Technology, Symzl, Persistent, ACS, Deloitte, Cognizant, Xorient, E&Y, Tudip , Dcqode, ConsultAdd, Gammastack, Yash Technology, Tek Systems, Infosys, RWS Morawia, Medilab, TCS, Capgemini, Tech Mahindra ,Daffodil and many more

Some major recruiters in CORE SECTOR

Mahindra & Mahindra, ERA Group, LIUGONG India Pvt. Ltd., Bridgestone India Pvt. Ltd., ICICI, AXIS, Oppo, Vivo Global, Shakti Pumps, Techtune, Uttam Galva Steels, Force Motors, Everest Industries, JASH Engineering, Dhoot Transmissions, Sumova Gears Pvt. Ltd., Man Aluminium, Bridgestone, National Steel , Motherson Sumi, PEB Steel Lloyd, Eli Lilly Pharma, Rushnav, Indo Mart, and some more similar corporations.

Awards and legacy:

The Training & Placement Cell of our institution plays a pivotal role in counseling and guiding students for their successful career placement. In addition

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to campus placements, the Training and Placement Cell organizes Professional Development programs like mock interviews, group discussions, pre-placement talks, interactive sessions with industrial experts, case studies, etc. and Personality Development programs covering communication skills, presentation skills, career planning, etc., on a regular basis to enable the students to acquire the necessary traits to become useful to industries. We provide all audio-visual facilities for presentations, conferences, written tests, group discussions, and personal interviews.

In a world where technology is changing very fast, it is indeed a challenging task to cater to the needs of industry for proficient manpower. We at IIST, IIMR, and IIP are working towards polishing this talent and bringing them out so that they can touch the sky.

For more details about our institution please visit www.indoreinstitute.com/placement

We are confident that if given a chance, our students will meet your entire expectations. We look forward to a fruitful association with your esteemed organization & positive response.

Regards..

Biplab Dey

Joint Director Corporate Relation & Placements

www.linkedin.com/in/biplab-dey

M: +91 88783 39258
L: +91 731 4010559

IIST/IIP/IIMR

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Indore Institute of Pharmacy (IIP)

Opposite IIM, Pithampur Road, Rau, Indore, Madhya Pradesh

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Regards..

Biplab Dey

Joint Director Corporate Relation & Placements

www.linkedin.com/in/biplab-dey

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L: +91 731 4010559

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Indore Institute of Management & Research (IIMR)

Indore Institute of Pharmacy (IIP)

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Regards..

Biplab Dey

Joint Director Corporate Relation & Placements

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Indore Institute of Management & Research (IIMR)

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Regards..

Biplab Dey

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Indore Institute of Management & Research (IIMR)

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Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh

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Regards..

Biplab Dey

Joint Director Corporate Relation & Placements

www.linkedin.com/in/biplab-dey

M: +91 88783 39258
L: +91 731 4010559

IIST/IIP/IIMR

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Indore Institute of Science & Technology, Indore * Placement Cell

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HIGH BEAM GLOBAL - PRATHAMESH PACHUNKAR







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DEQODE - PRATIK VISHWAKARMA







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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Campus Invitation 2023 Batch @ IIST,Indore..!!| JAIPUR requirements 1st

Ritika Madaan <ritika.madaan@hbgknowledge.com> Thu, Feb 2, 2023 at 9:47 AM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Cc: monika.ahuja@hbgknowledge.com

Hi Kundan

PFB the list of final shortlisted students for Jaipur location.

Shradha Kushwah
Sanskrati Joshi
Anshika Gupta
Prathamesh Pachunkar
Muskaan Gangwani
Hemant Mulchandani

Kindly share their documents so that I can proceed with their offer. PFB the list of required documents.

1. PAN Card
2. Aadhar card(front & back)
3. All educational documents.

Please note that their joining will be on 13th Feb.

Regards

Ritika

From: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Sent: 01 February 2023 13:57
To: Ritika Madaan <ritika.madaan@hbgknowledge.com>
Subject: Re: Campus Invitation 2023 Batch @ IIST,Indore..!!| JAIPUR requirements 1st

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Offer Letter for

Pratik Vishwakarma

Business Challenges, Decoded

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Hi Pratik,

Heartiest congratulations.

Welcome to Deqode!

Starting a new job with a new company can be kinda stressful. It's a mixture of emotions, but I want to make sure to make your journey smooth and exciting.

I have curated a list of all information that might help you to know more about Deqode in the document below.

I am sure our supportive community of 450 Deqoders will help you meet your aspirations and your work will add up to something.

Something big, something that couldn't happen somewhere else.

Let us learn, have fun and make the best of our minds.

I am looking forward to seeing you soon!

Regards,

Mohini Bansal (Head HR)

8889160450

mbansal@deqode.com

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Offer Summary

Position:
Solution Engineer

Department:
Tech-practices

Practice Head:
Nikhil Dashore

CTC:
Rs. 5,92,338

Fixed Component:
Rs. 3,60,000

Variable Component:
Rs. 2,32,338

Joining Date:
2nd January 2023

Joining Time:
11:00am IST

Location:
Indore

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Your Salary Structure

We have a transparent salary structure that will ensure that you get compensated fairly.

S. No.	Particulars	Amount in Rs.	
		Per Month	Per Annum
1	Basic	15000	180000
2	Dearness Allowance	3000	36000
3	House Rent Allowance	6150	73800
4	Wellness and Lifestyle Allowances	2000	24000
5	PF Contribution	3600	43200
6	Other allowances	250	3000
	Total Fixed Remuneration (A)	**30000**	**360000**
7	Annual Performance bonus (B)		100000
8	Loyalty Bonus (C) (Payable once after completion of 2 years)		50000
9	Joining bonus (D) (Disbursed post confirmation)		30000
10	Opportunity Cost (Leave Encashment) (E)		4839
11	Insurance (F)		12500
12	Continuous Learning and Development (G)		20000
13	Food & other benefits (H)		15000
	Total Cost to Company (A+B+C+D+E+F+G+H)		**592338**

- You will have Six months as your training period.
- You will be entitled for a stipend of 15000 during your training period.
- You are hereby appointed as the Solution Engineer Trainee of the company and will hold the said office, subject to the provisions made hereinafter, for the term of 18 Months from the date of joining of the employee as Solution Engineer Trainee.

For Deqode

Mohini Bansal
(Human Resource Head)







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Benefits

Our focus is to continuously assist you in your professional and personal growth. In addition to on-the-job training, there are numerous well-being and career opportunities sponsored by us to promote your development.

Benefits	Category	Frequency
DQ Health and Wellness program	Health Insurance	Once in a year
	Death benefit cover (4x of gross monthly salary) - In case of unfortunate death of a Team Member his/her family will get the 4x of his/her gross monthly salary	-
	Discounted health checkups (15% discount with Medanta)	Once in a year
	Free health webinars with our experts	Once in 2 months
	Dq wellness Program (Short term counseling sessions on marital issues/ child care/ workplace conflicts/ anxiety)	Monthly
Skill Enhancement	Learning and Development at Deqode where you get to learn new technologies and enhance your current skills with our learning team.	Once in a year
Financial Aid	In case of any emergency, you may avail loan benefit from our company equivalent to 25% of your gross salary.	Case to case
Lifestyle Allowance	You will get a monthly limit of up to 2000 Rs against maintaining your lifestyle.	Monthly

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Perks

Buddy Onboard
Refer and
Earn upto 50,000*

Daily Snacks

Flexible
Work Timings

Leave
Encashment

Relocation
Assistance

Night
Allowance

Parental
Leave

Wedding
Leave

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Important Legal Language



Your annual salary is subject to taxes and withholdings and will be paid on the company's normal payroll cycle.



You will be required to pass through the background verification check by our third-party vendor proving your eligibility for full-time employment, any negative background checks will lead to termination.



You will be required to sign and comply with the non-disclosure agreement, IP protection, and non-solicitation clauses covered under Deqode's employment agreement.

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Offer Letter Acceptance

I have read and accept all the terms and conditions in this offer letter.

Pratik

26th July 2022

Pratik Vishwakarma



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REDIXWEB TECHNOLOGY - PRIYANSHU TRIPATHI







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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <saloni k172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <crurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt/query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8664@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
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Indore Institute of Management & Research (IIMR)
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IIST_Final_Results.xls
62K

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SKILLISH - PULKIT SABLOK







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-46

01/03/2023

Attach / Paste
Your Photo Here

Dear **Pulkit Sablok**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____
(Candidate's Signature)

DATE:

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TCS - PUSHPENDRA JADON

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Offer: Computer Consultancy
Ref: TCSL/DT20223068087/Mumbai
Date: 21/09/2022

Mr. Pushpendra Jadon
Scheme No. 78Near Medanta Hospital,
Vijaynagar , Indore,
Indore-452010,
Madhya Pradesh.
Tel# 91-9131584616

Dear Pushpendra Jadon,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-47

01/03/2023

Attach / Paste
Your Photo Here

Dear **Raghavraj Patil**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____
(Candidate's Signature)

Institute of Science and Technology IQAC INDORE
Institute of Science & Technology Indore Placement Cell
Institute of Science & Technology Indore INDORE

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

GREAT DEVELOPER - RAHUL KASHYAP







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Rohit Inani <corporate.relations@indoreinstitute.com>

Fwd: Offer of Employment: Great Developers

2 messages

Rahul kashyap <rahulkashyap.jbp0761@gmail.com> Mon, Jul 31, 2023 at 5:10 PM
To: corporate.relations@indoreinstitute.com

---------- Forwarded message ---------
From: **HiringBull.com** <no-reply@hiringbull.work>
Date: Mon, Jul 31, 2023 at 4:56 PM
Subject: Offer of Employment: Great Developers
To: <rahulkashyap.jbp0761@gmail.com>

Great Developers

Dear Rahul kashyap,

It was our pleasure to meet and get to know you.

I am pleased to extend the **offer of employment** to you on behalf of Great Developers Info Tech Pvt Ltd. **Congratulations!!**

We believe that your knowledge, skills, and experience would be an ideal fit for our team. We hope you will enjoy your role and make a significant contribution to the overall success of the company.

We are looking forward to having you as a team member and helping you reach your full potential.

Note: You need to login to our candidate portal https://gd.hiringbull.com/App/Account/CandidateLogin with your registered email id (and set your password) and access your candidature details/ status. Please **make sure you accept** the offer to **confirm your employment**. Please follow the below steps for the same:

1.) Login to the candidate portal
2.) Click on **Offer** option (just below the top blue band)
3.) Put in your reasons on why you would like to join us
4.) Click on **Accept** button

As discussed, your Date of Joining would be Aug 07, 2023 (Monday). You need to report at our office: C-110, Sector - 65, Noida on the said date by 9:00 AM. The dress code would be Semi-formal.

For any queries, please send a whats app text on **9560 477 867.**

Documents required:

1.) PAN Card
2.) Aadhar Card
3.) Graduation Marksheets
4.) Relieving Letter/ Experience Certificate of last employer (if applicable)

We would need a soft copy of the above documents plus originals for verification.

We are looking forward to having you as a team member and helping you reach your full potential.

Best Regards,
The Great Developers Info Tech Pvt Ltd Team

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AVIZVA - RAHUL PRAJAPATI

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AVIZVA

Letter of Intent

Date: 6th December 2022

Rahul Prajapati

Dear Rahul

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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ILINK DIGITAL - RAHUL SINGH PARIHAR







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iLink Multitech Solutions
Thinking Beyond

30/12/2022

WELCOME LETTER

Dear Rahul Singh Parihar,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

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iLink Multitech Solutions
Thinking Beyond

30/12/2022
IL-Pun-Con-145

Rahul Singh Parihar
Pune

Email: pariharrahul298@gmail.com

Dear **Rahul Singh Parihar**

Congratulations!

With reference to the interview held on **27/09/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, **Pune** for a period of 6 months.
Your work location will be based out of our office in Pune at 5th Floor, Malpani Agile, Pancard Club Road, Baner, Pune – 411045. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 15000/- (Rupees Fifteen Thousand(s) Only)**.

Your joining date will be on or before **23/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

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iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

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TCS - RAKESH RAJPUT







Offer: Computer Consultancy
Ref: TCSL/DT20222850812/Mumbai
Date: 24/11/2022

Mr. Rakesh Rajput
R-237 Kalindi Gold City Near Arvindo Hospital IndoreKarol Bagh Road,
Near Arvindo Hospital,
Indore-452010,
Madhya Pradesh.
Tel# -6266509289

Dear Rakesh Rajput,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Tata Realty, Thane Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

Institute of Science & Technology Placement Cell
Institute of Science & Technology 1 INDORE
Institute of Science and Technology IQAC

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REDIXWEB TECHNOLOGY - RANJAN UPADHYAY







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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <crurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@salt.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

SOS

PROPERTYPISTOL.com
NO ONE TARGETS YOUR NEED BETTER

Date: 27th February 2023

Name of Candidate: **Ms. Rati Choudhary**

Subject: Offer Letter

Dear **Rati,**

We have pleasure in offering you a position of **"Assistant Sales Manager"** at **CBD Belapur** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **05th June 2023.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Ms. Rati Choudhary**

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PROPERTY PISTOL - RATI CHOUDHARY

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Indore Institute of Science & Technology Placement Cell Indore

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Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	**28000**	**336000**
Deduction		
P.T.	200	2500
Net Salary	**27800**	**333500**
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	**68000**	**816000**

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

HOTWAX SYSTEMS - RISHABH MALVIYA







HotWax Systems Pvt. Ltd.
Date: January 05, 2023

Dear **Rishabh Malviya**,

HotWax Systems is delighted to offer you the position of "**Enterprise Software Developer**". Your yearly compensation including all benefits will be **INR 5,00,040** payable in accordance with the company's standard payroll schedule. Your employment with HotWax Systems will be governed by the following 'Terms of Employment'. We request you to carefully read and understand these employment terms as a part of accepting the offer.

1. Employment Relationship & Probation: Employment under this agreement may be terminated by an employee at any time by giving the employer not less than sixty (60) days notice. In case if an employee leaves our employment without giving notice, He/She have to deposit two months pay otherwise, an employer shall have right to deduct an amount equivalent to two month's salary inclusive of all allowances from any money or monies due to an employee as liquidated damages, Employment under this agreement may be terminated by an employer, either with or without cause, at any time by giving an employee not less than seven(7) days notice, provided however that termination by an employer for cause shall not require advance notice.

The employee will be on probation for a period of six months from the starting date of His/Her employment. During or on completion of the probation period, if the management is not satisfied with the work and conduct of the employee, then His/Her services shall be liable to termination.

During the probation period, if an employee wishes to resign or terminated by an employer, no experience certificate will be provided to the employee. In either case, an Experience certificate will only be provided, if an employee has completed six or more months with the company. Failing to meet a minimum of 6 months experience after confirmation, He/She will not be entitled to claim for the certificate.

2. Alternate Employment: While you are employed at HotWax Systems, you will not be engaged in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for HotWax Systems.

3. Leaves: Every employee who has less than 1 year of service will be entitled to 12 leaves per annum (Pro-rata basis) for 2 years and after that entitled to 20 days annual leave for each completed year of service. In any case, an employee should not accumulate more than 30 leaves during the service period. Additional earned leave will automatically lapse.

The entitlement to encash your earned leave will not be more than 05 days per year and an overall maximum of 10 days leave can be encashed for the entire service period. No leave can be encashed during the service period as well no leave will be encashed if the service period is less than 10 years.

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

Documents Submission: At the time of your joining, a photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Academic Qualification Certificates
- Any other certificates, if you have (certificate course or diplomas)
- Permanent Account Number(PAN) Card
- Aadhar Card
- Four passport size photographs.

Below documents are also required from a candidate having previous work experience:

- Relieving and/or Experience Letters from Previous Company/s
- Last 3 salary slips from the previous employer
- Form 16
- UAN card.

Note: All the above-mentioned points are part of various policies and liable to change. You will be governed by the policies existing at the time of your joining or any change thereafter.

We look forward to working with you on so many amazing things that we are doing here at HotWax Systems.

Best Regards,
Ashish Vijaywargiya
Vice President of Operations
HotWax Systems Pvt. Ltd.

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HOTWAX SYSTEMS

Annexure 1 - CTC for (Rishabh Malviya - Enterprise Software Developer)

As mentioned above your all-inclusive annual compensation will be Rs. **Rs. 5,00,040/- (Five Lac and Forty only).** The annual & monthly break-up details are shown below:

Payments	Amount	Deductions	Amount
Basic Salary	16500	**EPF**	**1800**
HRA	6600	**ESI**	**NA**
Conveyance Allowance	3000	**Professional Tax ****	**As per Slab**
Family Allowance	3000	**TDS ****	**As per Slab**
Executive Allowance	2980		
Continuing Education Allowance	4000		
Uniform Allowance	500		
Washing Allowance	500		
Medical All	0		
Mobile All	500		
Internet All	1500		
(Gross without PF,ESI & Gratuity)	**39080**	Total Deductions	**1800**
Net Payable	**37280**		
Employer PF,ESI & Superannuation	**2590**		
CTC PM (Including PF & Superannuation)	**41670**		

** Deduction of PT & Tds as applicable

1. The above salary break-up is provided based on the existing company policies and may undergo a change from time to time.
2. As per the company policy, you are required to maintain total confidentiality of your compensation details.
3. Your PF contribution, as well as employer's contribution, is included in the Monthly Gross.
4. All taxes will be deducted at source as per rules published by the tax authorities.
5. Employee provident fund deduction will be 12% of the basic pay and ESI 1.75% of total salary.
6. Leave can be availed on submission of a leave application and sanction thereof by your immediate supervisor as per the prevailing rules of the company.

S11

SKILLISH - RISHITA BAVISKAR







SIR

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-52

01/03/2023

Attach / Paste
Your Photo Here

Dear **Rishita Baviskar**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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Institute of Science & Technology Placement Cell Indore
Institute of Science & Technology INDORE

S13

FINZLY - RITIK MORE

S14

Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

24 April'2023

To,

Ritik More,
Indore Institute of Science & Technology, MP

Dear Ritik,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

Registered Office: 401, A Wing, Teerth Technospace, Mumbai Banglore Highway, Baner, Pune 411045, Maharashtra, India
Phone: +91 9588447072

2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Vishwata Mayekar
Human Resource Dept

This is a system generated document and does not need a signature.

S16

REDIXWEB TECHNOLOGY - ROUNAK KOUSHAL







S17

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <saionik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2803@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or que

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Institute of Science & Technology, Indore ★ Placement Cell

Thanks & Regards

Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

AMAZON - ROUNAK PATIDAR

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Indore Institute of Science & Technology Placement Cell Indore

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Rohit Inani <corporate.relations@indoreinstitute.com>

Amazon Campus Drive-Work From Home-Customer Service Associate-MP 2023

Rohit Inani <corporate.relations@indoreinstitute.com> Fri, Mar 3, 2023 at 2:42 PM
To: "Jha, Mitali" <mitaj@amazon.com>

Dear Mitali,
Thank you for the selections.
As informed by you following students are offered LOI

1. Raghavraj Patil (BE CS)
2. Shivam Tiwari (MBA)
3. Rahul Kashyap (BE CS)
4. Nurendra Malvi (BE EC)
5. Jahanvi Raikwar (BE CS)
6. Jigyasa Kothari (MBA)
7. Rounak Patidar (BE CS)

Please acknowledge the same.

Regards

[Quoted text hidden]



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BOOTNEXT TECH VENTURES - RUPALI BANDORE







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BootNext Tech Ventures Private Limited

Private & confidential

Date: 19 June 2023

Dear Rupali,

Subject: Appointment for the position **Associate Quality Assurance Engineer**

We are pleased to extend a formal offer of employment for the position of **Associate Software Engineer** with **BootNext Tech Ventures Private Limited**. Your job description & organizational structure will be explained to you at the time of joining. Here are key particulars of our offer of employment to you.

1. **Remuneration:** Company will pay you an annual compensation package of INR **600,000 (Indian Rupees Six Lakhs only)** post probation period. During probation period, you will be provided internship amount as compensation. Details of the breakup are provided in **"Annexure-A"**. Your salary would be paid monthly in accordance with the Company's payroll procedures.

2. **Place of work** - Your regular workplace will be at BootNext office based at Indore. As a part of employment, you may have to undertake national or international travel. You will be entitled to reimbursement of expenses & allowances as per company policies at the time of your travel.

3. **Full-time employment:** Your position is whole-time employment with the Company and you shall devote yourself exclusively to the business and interests of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly, in any other trade or business during your employment with the Company, without permission in writing of the Management of the Company. You will not seek membership as well of any local or public bodies without first obtaining specific written permission from the Management.

4. **Probation:** The first few months (typically 3 months) of your employment will be considered as the "Probation Period". During the Probation Period, either party will observe the other and may terminate the employment by giving 7-day notice; but without the need to provide explanation. You will be confirmed after satisfactory performance and conduct during the Probation Period. In case of unsatisfactory performance during the Probation Period, your employment may be terminated by the Company at any time with immediate effect. The period of probation can be extended at the discretion of the company management, and you will continue to be on probation till an order of confirmation is issued in writing.

5. **At-will employment:** Your employment with the Company will be at will meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you 2 (two) months advance notice. You are required to serve the organization effectively and with your full capacity during all time frames.

6. **Employee Service Agreement:** In consideration of the training that will be given, and the money invested by the Company in imparting such training and knowledge, you will remain in the services of the Company for a period of 3 (three) years from the date of confirmation (**"Service Period"**). You will be required to execute a Service agreement at the time of confirmation for an amount of INR 5,00,000 (Rupees Five Lakhs only) which needs to be paid by you to the Company in case you violate the terms and conditions of the Employee Service Agreement executed by you, applicable for the first 3 (three) years of your employment post confirmation with us. In the event of resignation of the services before the completion of the Service Period, you will be liable to pay the Company's expenses incurred by the Company in such training as

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set out in the Employee Service Agreement. In case of resignation of the services post completion of the Service Period, you are required to provide 2 (two) months' advance written notice to the Company.

7. **Adherence to Policy**: Your work in the organization will be subject to the rules & regulations and company policies as laid down in relation to conduct, discipline and other matters. You will always fulfil the responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results. You will be bound to the terms & conditions of Employment Agreement. The Company reserves the right to change any of these including associated procedures at any time.

8. **Confidentiality & Agreement:** You will not, at any time, during the employment or after, without the written consent of the Management disclose or divulge or make public any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

   As a prerequisite to your appointment, you will be required to sign Company's standard confidentiality, Proprietary Information and Inventions Agreement, non-competition, privacy and assignment of intellectual property rights undertaking/agreement, whose terms & conditions shall be in accordance with BootNext's policy & procedures.

   This letter supersedes & replaces any prior representations or understandings (whether written, oral, implied or otherwise) between you & the Company.

To indicate your acceptance of this offer, please sign and date this letter in the space provided below and return it to us. This offer is contingent to your acceptance within 10 (ten) calendar days of communication, beyond which it will be the Company's prerogative to extend the offer further. The offer is subject to satisfactory background/reference check and verification of your academic & employment records. Upon acceptance of this offer and completion of the Probation Period, an employment agreement will be issued to you, which will lay additional governing terms & conditions. Your appointment is subjected to its issuance by the Company and your acceptance.

You are required to submit following self-attested documents (please carry the originals for verification on date of joining)

- Qualification certificates (HSC, SSC, Graduation / Post Graduation, industry certifications).
- Aadhar & PAN card
- If applicable, copy of experience & relieving letters from previous employers.

As a member of BootNext, we expect you to uphold the objectives of technical excellence, dedication, ethical business dealings and high productivity. We look forward to work with you. Welcome aboard!

Sincerely,
For BootNext Tech Ventures Pvt. Ltd.

Authorized signatory

AGREED TO & ACCEPTED

Signature: _____

Dated: _____







ANNEXURE A: SALARY BREAKUP

- **Annual Total Compensation (post confirmation period):**

  Your Annual Total Compensation (subject to successful completion of the Probation Period) will be INR 600,000 /- (Rupees Six Lakhs Only) as listed below:

Compensation Structure		
Compensation components		**Amount (per annum)**
(A)	Basic	2,50,000
(B)	HRA	1,25,000
(C)	Special Allowance	1,25,000
(D)	Bonus (due after 12 months of service post confirmation)	1,00,000
(E)	**Annual Total Compensation (A+B+C+D)**	**6,00,000**

- **Compensation during probation:** During the Probation Period, you will be paid INR 10000 (Rupees Ten Thousand only) as internship amount on monthly basis.

Notes

- Your salary & benefits shall be subjected to deductions of taxes & statutory deductions/ contributions as appropriate and consistent with Indian Tax laws e.g., TDS, PF, ESI, PT etc. PF is optional for employee to opt for. PT is deduced @ 208 INR /month as per Government rules.
- Your salary & benefits shall be subjected to deductions on account of any unauthorized absence, authorized absence for time period beyond leave entitlement, damage to property and/or reputation and/or brand of the company and all the matters as governed by Company policy from time to time.
- Your renumeration will be subject to review after 12 months of employment confirmation.
- You will be entitled to participate in all health insurance, personal accident insurance, vacation, ESOP and any other Employee Benefit Programs. Descriptions of these programs will be issued to you during your employment.

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

AVIZVA - RUSHIL DEWASKAR







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AVIZVA

Letter of Intent

Date: 6th December 2022

Rushil Dewaskar

Dear Rushil

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee.** **This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

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Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Indore Institute of Science & Technology Placement Cell Indore

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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CONSULTADD - SABAHAT AHMED







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Biplab Dey <biplab.dey@indoreinstitute.com>

Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> Mon, Dec 26, 2022 at 2:31 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Biplab Dey <biplab.dey@indoreinstitute.com>, Vimmy Katyal <vimmy.katyal@indoreinstitute.com>

Dear All,

Greetings from IIST,Indore..!!

First of all, thanks for your active participation in making the event successful .

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship
Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977088498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let us know if you need any further information.

Kundan Bhavsar
Training & Placement Officer
Mobile No : 9229222023
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore, Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

Affiliated to - RGPV(Bhopal) & DAVV(Indore) (Approved by - AICTE(New Delhi) & PCI(New Delhi))

---------- Forwarded message ---------
From: **Anupama Joshi** <anupama.j@consultadd.com>
Date: Mon, Dec 26, 2022 at 1:16 PM
Subject: Re: Pool Campus Invitation 2023 Batch (ConsultAdd) @ IIST,Indore
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.

For tech profile-

Nilesh Prajapat	nileshprajapat340@gmail.com	9399107044	JIT	Selected for internship

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Eshan Rathore	eshanrathore06@gmail.com	9826503875	Sage	Information System Engineer
Parivesh Shinde	parivesh.shinde.sbg@gmail.com	9753485751	SD Bansal	Information System Engineer
Khushi Shrivastava	shrivastavak057@gmail.com	8770194095	MIT Ujjain	Software Engineer Level 1
Vanshika Bhujang	vanshikabhujang786@gmail.com	7987497373	MIT Ujjain	Information System Engineer
Pradhyum Patidar	pradhyump777@gmail.com	9644561529	SVVV	Information System Engineer

For non-tech profile-

Ashita singh	ashitasingh217@gmail.com	8103815291	IIST	Management Trainee Engineer
Azad	azad.chauhan9460@gmail.com	9166338671	IIST	Management Trainee Engineer
Sabahat Ahmed	sabahatahmed878@gmail.com		IIST	Management Trainee Engineer
Tanish Jaiswal	tanishjaiswal1999@gmail.com	7973032253	Prestige	Management Trainee Engineer
Rohith S	rohithsureshnair@gmail.com	6385507251	IIST	Management Trainee Engineer
Krupal Umbarkar	krupalumbarkar6735@gmail.com	9977066498	IIST	Management Trainee Engineer
Deepak Suryawanshi	dsuryawanshi956@gmail.com	9131352470	IIST	Management Trainee Engineer
Yuvraj Singh naruka	yuvrajsinghnaruka66@gmail.com	8349210342	IIST	Management Trainee Engineer

Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 26, 2022 at 12:40 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

With great pleasure, I am sharing the list of students who are selected for both the tech and non-tech profiles.
Kindly let me know if you need any further information.

Thanks & Regards
Anupama Joshi
HR Team

On Mon, Dec 19, 2022 at 4:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of students who have cleared the coding round.
Kindly let me know if you need any help.

Thanks and Regards

On Sat, Dec 17, 2022 at 8:22 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of students who have cleared the coding round. There are more students for the same I'll share that list soon with you.
Kindly let me know if you need any help.

Thanks and Regards
Anupama Joshi

On Fri, Dec 16, 2022 at 7:28 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of those students who were unable to get the link.
Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.
Kindly consider this list.

Thanks & Regards
Anupama Joshi

On Fri, Dec 16, 2022 at 7:20 PM Anupama Joshi <anupama.j@consultadd.com> wrote:
Hello Sir,

I'm sharing data of those students who were unable to get the link.
Kindly inform them that they will be having test tomorrow from 6 pm to 7 pm.

Thanks & Regards
Anupama Joshi

On Wed, Dec 14, 2022 at 11:52 AM Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com> wrote:
FYI
[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]

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CODEYOUNG - SADGI DAFTARI

Indore Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology, Indore Placement Cell

Codeyoung

The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

25th March 2023,

Dear Sadgi Daftari,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.
For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

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FINZLY - SAKSHI MOURYA







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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

30th November 2022

To,

Sakshi Mourya,
Indore Institute of Science & Technology, MP

Dear Sakshi M,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

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2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

This is a system generated document and does not need a signature.

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

ANNEXURE 1

Sakshi Mourya
Indore Institute of Science & Technology, MP
Trainee Engineer

You will be under probation for six (6) months from your date of joining Finzly. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR **5,00,000/-** (Rupees Five Lakhs Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

This is a system generated document and does not need a signature.

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VIRIM INFOTECH - SAKSHI NAGAR







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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Internship & Campus Hiring - Virim Infotech Indore

Suhani Surana <suhani.surana@viriminfotech.com> Mon, Mar 6, 2023 at 5:14 PM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Cc: Neha Pandey <neha@viriminfotech.com>

Hi Mr Kundan,

As discussed with you on call , we have again hired 4 students from your college and they are - Rati Choudhary, Sakshi Nagar, Shraddha Kushwah & Jitendra Jain. They have joined our organization from today as of now they are working as a trainee with us. Their full time offer letter is conditional based upon their feedback that we received from our team and this condition has already been communicated to them during the selection process.

Requesting you to please exempt them from the classes and other things which are not important for them now so that they can concentrate fully on the training. From our side we will give them leaves during mid sem test, internals, externals and final examinations.

Regards,

Suhani Surana| Generalist HR

Email: suhani.surana@viriminfotech.com
Website: www.viriminfotech.com
Address: Virim Infotech | Electronic Complex | Indore, India
Phone: 9109206743

[Quoted text hidden]

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ANQ DIGITAL FINSERVE - SARTHAK GUPTA







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ANQ Digital Finserv Private Limited

Private & Confidential ***ANQ Digital Finserv Pvt Ltd Proprietary***

OFFER LETTER – Full Time Employment

Date: 04/04/2023

Dear Sarthak Gupta,

Congratulations!

On behalf of ANQ Digital Finserv Private Limited, ("**Company**"), we are pleased to extend the offer to you as **Software Developer – Technology.** Your joining date would be 10th July 2023.

During the term of employment, you shall perform such duties as may from time to time be assigned to you and shall comply with all the directions given by the management of the Company.

You are eligible for a total fixed compensation of ₹ 11,10,000/- (Rupees Eleven Lakhs Ten Thousand Only) per annum. In addition to this, you would also be eligible for ₹ 11,100/- (Rupees Eleven Thousand One Hundred Only) per annum as yearly bonus paid out as per company policy.

Please confirm your acceptance of the above-mentioned terms and conditions by signing a copy of this Offer Letter. This offer is valid for a day from the date of this letter. If we do not hear from you by then, we will consider the offer to be declined.

The Company has extended this offer to you based upon your general knowledge, background, experience and skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. As a condition of your engagement at the Company, you agree not to disclose or use confidential information or proprietor information or any trade secrets of any current or prior employer. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any current or prior employer.

The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

We look forward to welcoming you to ANQ Digital Finserv Private Limited. For ANQ Digital Finserv Private Limited,

Name: Ashish Khandelwal
Designation: CEO, Founder

ACCEPTANCE:
I accept above mentioned terms and conditions.

Name:
Date:
Place:

Signature

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The key terms and conditions of your employment are specified below:

1. **Appointment**
   a) **Position** : You will be appointed as **Software Developer** based out of our office at Cowrks, Ground Floor, Bay Area, 6A, Dr Puneeth Rajkumar Rd, adjacent to Building, Devarabisanahalli, Bengaluru, Karnataka 560103 in our technology department. During the term of employment, you shall perform such duties as may from time to time be assigned to you and shall comply with all the directions given by the management of the Company.

2. **Commencement Date** : Your joining date is 10 July 2023.

3. **Probationary Period** : You will be required to serve a probationary period of 6 months. Your performance will be formally reviewed at the end of the period. Your probationary period may be extended if deemed necessary by the management. During the probation period, either party may terminate the employment by giving prior notice of 7 days.

4. **Total Compensation**
   a) **Annual Remuneration Package** : You are eligible for a total fixed compensation of ₹ 11,10,000/- (Rupees Eleven Lakhs Ten Thousand Only) per annum. In addition to this, you would also be eligible for ₹ 11,100/- (Rupees Eleven Thousand One Hundred Only) per annum subject to company policy. The compensation offered to you is described in detail in 'Annexure 1: Remuneration' annexed to this Offer.

   b) **Performance Appraisal** : We may at our discretion conduct an appraisal of your performance at such periodicity as we deem appropriate. Such appraisal may be used by us in determination of any target bonuses, increments, incentives, or other reward mechanism. Any target bonuses, increments or other incentives may be provided you at our sole discretion.

5. **Intellectual property of other Employer (s)** : The Company has extended this offer to you based upon your general knowledge, background, experience and skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. As a condition of your engagement at the Company, you agree not to disclose or use confidential information or proprietary information or any trade secrets of any current or prior employer. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any current or prior employer.

6. **Conflict of Interest** : You shall not engage in any outside work, in any capacity, for remuneration or not, over and above the legitimate work with the Company on working days, on holidays or when on leave without obtaining the management's prior permission in writing.

7. **Place of Work** : Your initial place of work will be **Bangalore**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations, and conditions of service of that location.

Institute of Science and Technology IQAC INDORE

Institute of Science & Technology, Indore Placement Cell

Institute of Science & Technology INDORE

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8. Employment Termination

Services may be terminated by either party by giving 30 days' notice in writing or payment of salary in lieu thereof. If you chose not to serve the notice period, if applicable, the Company reserves the right to recover from you all expenses incurred regarding any training and development, special education, upskilling or on the job training provided to you in the course of your employment with the Company up to ₹ 75,000/- (Rupees Seventy-Five Thousand only) in addition to notice pay. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

Company reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory

Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service, and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred regarding any training and development, special education, upskilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing up to ₹ 75,000/-.

Upon separation from the Company on account of either resignation or termination, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard of soft copy which is in your possession or custody.

9. Workdays and Timing : The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office - except while travelling on business – as assigned to you by your supervisors and as per applicable laws in force. Weekly offs will be governed as per applicable regulations & Company policies.

10. Other information : Please keep your records always updated and informed to the Company at all times, such as your phone numbers, addresses, etc. You are solely responsible for filing returns of your personal income tax.

You will automatically retire on attaining the age of 60 years

11. Whilst employed by the Company

You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.

Except in the ordinary course of your employment, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of the Company policies.

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You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

You confirm that you have disclosed fully all of your business interests in the Company - whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Company and you or any immediate relatives, Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.

You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.

This offer is subject to your background verification of such as academic credentials, employment, salary history etc.

Please confirm your acceptance of the above-mentioned terms and conditions by signing a copy of this Offer Letter.

This offer is valid for 1 day from the date of this letter. If we do not hear from you by then, we will consider the offer to be declined.

You hereby accept that on the date of joining you will execute a standard employment agreement with the Company.

We look forward to welcoming you to ANQ Digital Finserv Private Limited.

For ANQ Digital Finserv Private Limited,

Name: Ashish Khandelwal
Designation: Founder, CEO

ACCEPTANCE
I accept above mentioned terms and conditions.

Name:
Date:
Place:

Signature

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ANNEXURE 1: REMUNERATION

Team	Technology	
Designation	Developer	
Global Title	Developer	
Date of Offer	04th April, 2023	
Date of Joining	10th July, 2023	
Component	**Monthly (Rs.)**	**Annual (Rs.)**
Basic Salary	₹ 37,000.00	₹ 4,44,000
HRA	₹ 23,125.00	₹ 2,77,500
LTA	₹ 23,125.00	₹ 2,77,500
Flexible Allowance	₹ 7,450.00	₹ 89,400
Provident Fund (800+800)	₹ 1,800.00	₹ 21,600
Gross (A)		₹ 11,10,000
*Variable Salary**		₹ 1,11,000
TOTAL OTHERS (C)		-
Total Annual CTC (A+B+C)		₹ 12,21,000

A. Variable Salary: Company follows variable salary payout on a quarterly basis which is a function of performance, parameters of which may change basis the tasks assigned from time to time by management. Payout happens a month after calendar quarter ending.

ACCEPTANCE

I accept above mentioned terms and conditions.

Name:

Date:

Place:

Signature







ILINK DIGITAL - SARVESH YADAV







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iLink Multitech Solutions
Thinking Beyond

10/10/2022

WELCOME LETTER

Dear Sarvesh Yadav,

Welcome to the iLink family. We are excited to extend you an offer to join us as consultant. We are delighted to have a valuable and competent associate like you as part of the already wonderful team at iLink Multitech Solutions.

At iLink, we continuously strive to chart a course for success and take our associates along on this journey. We are confident that you would enjoy the journey and we would fuel each other's success.

The terms and conditions of the contract have been covered in the later part of this letter.

We look forward to working with you and wish you a very successful career with us.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

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iLink Multitech Solutions
Thinking Beyond

10/10/2022
IL-Pun-Con-167

Sarvesh Yadav

Email: sarveshyadav1v@gmail.com

Dear **Sarvesh Yadav**

Congratulations!

With reference to the interview held on **07/10/2022**, we are pleased to offer you Consultant role at **iLink Multitech Solutions Private Limited**, for a period of 6 months.
Your work location will be based out of our office in at 5th Floor, Malpani Agile, Pancard Club Road, Baner, Pune - 411045. During the Contract period, you would be eligible for a monthly consulting charge of **Rs. 10000/- (Rupees Ten Thousand Only)**.

Your joining date will be on or before **04/01/2023.**

A detailed contract setting out the terms and conditions will be furnished at the time of your joining. Your appointment will be governed by the rules and regulations in vogue and that may be introduced from time to time.

Please note that the company may conduct a reference check on you either directly or through an appointed agency about your academics, family, background, character and conduct. This Contract is being made considering the facts and information submitted by you in the Company's application form. Any deviation on the above will entitle the Company to take decisions deemed fit and as per the existing company policy, including immediate termination without payment of any severance fee.

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iLink Multitech Solutions
Thinking Beyond

At the time of joining, please submit the following documents:

- Aadhar card
- PAN card
- Mark sheets in support of your educational qualifications
- Two passport sized colour photographs

We look forward to you joining us. Please do not hesitate to call us for any information you may need.

Warm Regards

Uday Bhaskarwar
Chief Operating Officer

Institute of Science and Technology IQAC INDORE

Institute of Science & Technology Placement Cell Indore

Institute of Science & Technology INDORE

iLink Multitech Solutions Pvt. Ltd
www.ilink-systems.com

ORIGIN TOWER, 11 – 13, Type 2,
Dr. V.S.I Estate, Rajiv Gandhi Salai,
Thiruvanmiyur, Chennai – 600041

Phone : +91 (0) 89396 10928
89396 10938 / 89396 10948

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EXTENTIA - SEEMANJAY AMERIYA

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

SSI

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Extentia - IIST Indore Campus Drive

Amisha Walvekar <Amisha.Walvekar@extentia.com> Thu, Oct 20, 2022 at 10:26 AM
To: "Priyanka S. Gawali" <Priyanka.S.Gawali@extentia.com>, Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>, Himani Bhoir <Himani.Bhoir@extentia.com>, Rakesh Pandey <rakesh.pandey@indoreinstitute.com>, Biplab Dey <biplab.dey@indoreinstitute.com>, Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>, Shreyas Kharat <Shreyas.Kharat@extentia.com>

Hi Sohan,

We would like to inform you that we have 9 SS selects, offers will be released soon:

#	Email Address	Name	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Select
2	keertichouhan66@gmail.com	Keerti Chouhan	Select
3	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Select
4	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Select
5	ershreyapura@gmail.com	Shreya Pura	Select
6	palp7645@gmail.com	Pooja Pal	Select
7	avadhesh20014@gmail.com	avadhesh yadav	Select
8	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Select
9	sakshipatel042001@gmail.com	Sakshi Patel	Select

Current Pipeline:

#	Email Address	Name	Status
1	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Couldn't clear Round 5 - Technical Interview
2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Couldn't clear Round 5 - Technical Interview
3	ishank.y30@gmail.com	Ishank Yadav	Couldn't clear Round 5 - Technical Interview
4	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Couldn't clear Round 5 - Technical Interview
5	aditi06chourasia@gmail.com	Aditi Chourasia	Couldn't clear Round 5 - Technical Interview
6	shrutive01@gmail.com	Shruti verma	Couldn't clear Round 5 - Technical Interview

Indore Institute of Science & Technology

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology IQAC INDORE

SS2

7	somwanshishrey175@gmail.com	Shrey Somwanshi	Couldn't clear Round S - Technical Interview
8	nileshpanwar282@gmail.com	Nilesh panwar	Requested to fill application form
9	harshitakashyap00987@gmail.com	Harshita Kashyap	Requested to fill application form
10	engr.anujkarma@gmail.com	Anuj karma	Requested to fill application form
11	harshitameena121@gmail.com	HARSHITA MEENA	Interview scheduled today
12	mr.vsk721@gmail.com	Vivek Mahajan	Interview scheduled today
13	debnathlipika646@gmail.com	Lipika Debnath	Interview will be scheduled soon
14	ayushij1304@gmail.com	Ayushi Jain	Interview will be scheduled soon

Regards,

Amisha Walvekar

From: Amisha Walvekar
Sent: 29 September 2022 12:53
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>; Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive

Hi Sohan,

We have 2 SS selects, offers will be released soon.

#	Your Email Address	Name	Branch	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Information Technology	Select
2	avadhesh20014@gmail.com	avadhesh yadav	Computer Science	Select

Current Pipeline:

#	Your Email Address	Name	Branch	Status
1	sayyeddayaanali@gmail.com	Sayyed Dayan Ali	Information Technology	Couldn't clear last round

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2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Computer Science	Couldn't clear last round
3	mr.vsk721@gmail.com	Vivek Mahajan		In pipeline for last round
4	debnathlipika646@gmail.com	Lipika Debnath	Electronics and Communication	In pipeline for last round
5	keertichouhan68@gmail.com	Keerti Chouhan	Information Technology	In pipeline for last round
6	ishank.y30@gmail.com	Ishank Yadav	Computer Science	In pipeline for last round
7	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Computer Science	In pipeline for last round
8	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Computer Science	In pipeline for last round
9	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Information Technology	In pipeline for last round
10	aditi06chourasia@gmail.com	Aditi Chourasia	Computer Science	In pipeline for last round
11	shrutive01@gmail.com	Shruti verma	Information Technology	In pipeline for last round
12	somwanshishrey175@gmail.com	Shrey Somwanshi	Information Technology	In pipeline for last round
13	ayushij1304@gmail.com	Ayushi Jain	Computer Science	In pipeline for last round
14	ershreyapura@gmail.com	Shreya Pura	Computer Science	In pipeline for last round
15	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Computer Science	In pipeline for last round
16	nileshpanwar282@gmail.com	Nilesh panwar	Computer Science	In pipeline for last round
17	harshitakashyap00987@gmail.com	Harshita Kashyap	Computer Science	In pipeline for last round
18	palp7645@gmail.com	Pooja Pal	Information Technology	In pipeline for last round
19	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Computer Science	In pipeline for last round
20	engr.anujkarma@gmail.com	Anuj karma	Electronics and communication	In pipeline for last round
21	sakshipatel042001@gmail.com	Sakshi Patel	Information Technology	In pipeline for last round
22	harshitameena121@gmail.com	HARSHITA MEENA	Information Technology	In pipeline for last round

Regards,

Amisha Walvekar

From: Priyanka S. Gawali
Sent: 13 September 2022 19:32
To: Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>

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Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive
Importance: High

Hello Sohan,

We would like to inform you that we have 31 Students from IIST in the pipeline. Out of 31, 18 have cleared the Round 4 – Advance Technical Test and will go through the Round 5 (last) round which is a Technical Interview this and next week. And the remaining 13 students have cleared Round 3 – Interaction with HR for them we have scheduled test today.

List of 18 students in 5th (last) round:

#	Email Address	Name
1	mr.vsk721@gmail.com	Vivek Mahajan
2	debnathlipika646@gmail.com	Lipika Debnath
3	rati.choudhary33@gmail.com	Rati Ravi Choudhary
4	gamansantosh811@gmail.com	Aman Santosh Gupta
5	keertichouhan68@gmail.com	Keerti Chouhan
6	ishank.y30@gmail.com	Ishank Yadav
7	erurvashiupadhyay@gmail.com	urvashi arun upadhyay
8	ameriyaseemanjay@gmail.com	Seemanjay Ameriya
9	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad
10	aditi06chourasia@gmail.com	Aditi Chourasia
11	shrutive01@gmail.com	Shruti verma
12	somwanshishrey175@gmail.com	Shrey Somwanshi
13	ayushij1304@gmail.com	Ayushi Jain
14	ershreyapura@gmail.com	Shreya Pura
15	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan
16	nileshpanwar282@gmail.com	Nilesh panwar

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17	palp7645@gmail.com	Pooja Pal
18	avadhesh20014@gmail.com	avadhesh yadav

List of 13 students in the 4th round (second last)

The Round 4 – Advance Technical Test has been scheduled for the following students today, we request you to kindly encourage students to attempt the test in the given time window.

#	Email Address	Name
1	harshitakashyap000987@gail.com	Harshita Kashyap
2	juhip5731@gmail.com	Juhi Patel
3	vidhishapatidar2001@gmail.com	Vidhisha Patidar
4	pratyooshmishra2000@gmail.com	PRATYOOSH MISHRA
5	gouravchoudhary2211@gmail.com	Gourav Rameshwar Choudhary
6	harshksahu11@gmail.com	Harsh Sahu
7	ayanshakeel02@gmail.com	Mohd Ayan Abbasi
8	devershi66@gmail.com	Devershi Vashistha
9	rishiraghuvanshi08@gmail.com	Rishi Raghuvanshi
10	engr.anujkarma@gmail.com	Anuj karma
11	jitu7224@gmail.com	jitendra sunil jain
12	sakshipatel042001@gmail.com	Sakshi Patel
13	harshitameena	HARSHITA MEENA

Regards,

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology, India Placement Cell

Indore Institute of Science & Technology INDORE

From: Priyanka S. Gawali
Sent: 08 August 2022 11:06
To: Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive
Importance: High

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VIRIM INFOTECH - AMAN NIGAM







557

VIRIM INFOTECH

Date: March 30, 2023

To,
Aman Nigam
Gadarpur Road Madhoganj Ajaigarh
Panna, Madhya Pradesh (488220)

ON JOB TRAINING OFFER LETTER

Dear Aman,

We are pleased to extend a formal offer of employment for the position of **Junior Software Engineer Trainee** with Virim Infotech Pvt. Ltd. Upon successful completion of this training, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

The training and reporting date is April 03 , 2023. For the initial period the training will be unpaid. After evaluating your performance we will start with the stipend, based on your feedback that we will receive from the team and after that only we will give you the offer to join us full time.

Our offer to you as a Junior Software Engineer is conditional upon you having successfully completed the training and passed all the training tests with a good percentage . These eligibility criteria have already been clearly communicated to you during the selection process.

Institute of Science & Technology, Indore * Placement Cell

Institute of Science and Technology * IQAC * INDORE *

Institute of Science & Tech. * INDORE *

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VIRIM
INFOTECH

On your joining, you are expected to enter into a service agreement, which details the scope, terms and conditions of your employment and the necessary training with Virim.

Following documents need to be submitted on the date of joining.

- Proof of education qualification
- Proof of residential address
- Photo identity proof
- 2 passport size photographs.
- Copy of last drawn pay slip (if any)
- Proof of incentives drawn (if any)
- Relieving Letter from the previous Company (if any)

Welcome to Virim Infotech. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

Mrs. Neha Pandey
(Director HR)

Placement Cell
Indore Institute of Science & Technology, Indore

Indore Institute of Science & Technology

IQAC
Indore Institute of Science and Technology
INDORE

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SKILLISH - SHRADDHA KUSHWAH







560

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-60

01/03/2023

Attach / Paste
Your Photo Here

Dear **shraddha kushwah**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Institute of Science & Technology Indore Placement Cell

Institute of Science & Technology IQAC

Institute of Science & Technology INDORE

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TECHINFINI - SHREYA BEOHAR

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TechInfini Solutions Pvt. Ltd.

Ref. No.: HR/2304-23

April 14, 2023

Shreya Beohar,
Indore (M.P)

OFFER LETTER

Dear Ms. Shreya Beohar,

We are pleased to inform you that after careful consideration, **TechInfini Solutions Pvt. Ltd.** has decided to offer you employment as an **Associate Software Engineer**. We made this decision based on, in part, the information you provided us regarding your fitness to work.
We have outlined the principal conditions and terms of our offer below.Please review and contact us as soon as possible should you require any additional information.

Confidentiality: Your offer of employment is conditional upon your acceptance and observance of the company confidentiality policy. As an employee of **TechInfini Solutions Pvt. Ltd.** you will have access to certain company confidential information and you may, during the course of your employment, develop certain information, ideas, inventions, which will become the property of **TechInfini Solutions Pvt. Ltd.** We wish to impress upon you that we do not wish to bring with you any confidential or proprietary material of any former or to violate any other obligation to your former employer. Also you present that you are not subject to any restrictions that prevent you from working for **TechInfini Solutions Pvt. Ltd.**

Date of Appointment: Tentative Date of joining first week of **June, 2023** (After submission of Assignment).

Full Time Position: Your position is a full time employment with the company and you are expected to devote yourself exclusively to the business of the company. The timings will be 09:30 AM to 07:00 PM Mondays to Friday of the month. . We are working in shifts, we will shift you in different shifts as per project/company requirement.

Yours Responsibilities:

- Developing required skills to work
- Perform work as per assigned to you.
- You should follow all the rules and regulations set by the management to you.
- You will not enter into any agreement, which conflicts with your duties or obligation to the company.
- You should not perform any act that will harm the reputation of the company.

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TechInfini Solutions Pvt. Ltd.

Salary and Allowances: Your Probation Period will be 6 months from the date of your joining including your 3 months of training period. You will be provided a monthly stipend of INR. 10,000/- for 2 months starting from the first month of your training. You will be eligible for a monthly CTC of INR 18,000/- for the next 4 months of your probation period. With the successful completion of the probation period, you will be promoted as an Associate Software Engineer and your CTC will be INR 3,00,000/- per annum for 15 months. You shall receive your payment on or before 10th of every month. Holidays, leave and other company policies can be found in the Employee Handbook document which will be shared with you at the time of your joining. You will be entitled to all allowances and benefits as decided by the management.

Minimum Commitment Duration: You will be required to serve for a minimum 21 months with the company. Failing this will require you to pay us an amount equal to INR 100,000. Though we would never like that but after 21 months, in case for any reason you want to leave the organization you have to give us a 60 working day notice period in writing. If the notice period is not served out then the company can take a legal action against you.

TechInfini Solutions Pvt. Ltd. is not bound with any minimum commitment duration to receive your services. We have all rights to discontinue your services anytime.

We look forward to your joining the **TechInfini Solutions** team. We are confident that you will enjoy working with us, learn, deliver and have fun.

Sincere Regards,

Placement Cell

Rahul Raghuwanshi
Director
TechInfini Solutions Pvt. Ltd.

ACCEPTED & AGREED:

Name:

Place: Date:

IQAC

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EXTENTIA - SHREYA PURA







S65

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Extentia - IIST Indore Campus Drive

Amisha Walvekar <Amisha.Walvekar@extentia.com> Thu, Oct 20, 2022 at 10:26 AM
To: "Priyanka S. Gawali" <Priyanka.S.Gawali@extentia.com>, Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>, Himani Bhoir <Himani.Bhoir@extentia.com>, Rakesh Pandey <rakesh.pandey@indoreinstitute.com>, Biplab Dey <biplab.dey@indoreinstitute.com>, Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>, Shreyas Kharat <Shreyas.Kharat@extentia.com>

Hi Sohan,

We would like to inform you that we have 9 SS selects, offers will be released soon:

#	Email Address	Name	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Select
2	keertichouhan68@gmail.com	Keerti Chouhan	Select
3	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Select
4	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Select
5	ershreyapura@gmail.com	Shreya Pura	Select
6	palp7645@gmail.com	Pooja Pal	Select
7	avadhesh20014@gmail.com	avadhesh yadav	Select
8	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Select
9	sakshipatel042001@gmail.com	Sakshi Patel	Select

Current Pipeline:

#	Email Address	Name	Status
1	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Couldn't clear Round 5 - Technical Interview
2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Couldn't clear Round 5 - Technical Interview
3	ishank.y30@gmail.com	Ishank Yadav	Couldn't clear Round 5 - Technical Interview
4	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Couldn't clear Round 5 - Technical Interview
5	aditi06chourasia@gmail.com	Aditi Chourasia	Couldn't clear Round 5 - Technical Interview
6	shrutive01@gmail.com	Shruti verma	Couldn't clear Round 5 - Technical Interview

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7	somwanshishrey175@gmail.com	Shrey Somwanshi	Couldn't clear Round 5 - Technical Interview
8	nileshpanwar282@gmail.com	Nilesh panwar	Requested to fill application form
9	harshitakashyap00987@gmail.com	Harshita Kashyap	Requested to fill application form
10	engr.anujkarma@gmail.com	Anuj karma	Requested to fill application form
11	harshitameena121@gmail.com	HARSHITA MEENA	Interview scheduled today
12	mr.vsk721@gmail.com	Vivek Mahajan	Interview scheduled today
13	debnathlipika646@gmail.com	Lipika Debnath	Interview will be scheduled soon
14	ayushij1304@gmail.com	Ayushi Jain	Interview will be scheduled soon

Regards,

Amisha Walvekar

From: Amisha Walvekar
Sent: 29 September 2022 12:53
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>; Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive

Hi Sohan,

We have 2 SS selects, offers will be released soon.

#	Your Email Address	Name	Branch	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Information Technology	Select
2	avadhesh20014@gmail.com	avadhesh yadav	Computer Science	Select

Current Pipeline:

#	Your Email Address	Name	Branch	Status
1	sayyeddayaanali@gmail.com	Sayyed Dayan Ali	Information Technology	Couldn't clear last round

Indore Institute of Science & Technology IQAC

Indore Institute of Science & Technology Placement Cell

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ACCENTURE - SIDDHI SINGH







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Strictly Private and Confidential

Date: 08/22/2023

Jahanvi Raikwar

, Mhow, Indore, Madhya Pradesh453441

9691409872

Dear Jahanvi Raikwar,

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

Job Profile - Packaged App Development Associate
Management Level - 12
Job Family Group - Software Engineering







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TECHINFINI - SOURABH ATRE





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TechInfini Solutions Pvt. Ltd.

Ref. No.: HR/2304-20

April 14, 2023

Sourabh Atre,
Indore (M.P)

OFFER LETTER

Dear Mr. Sourabh Atre,

We are pleased to inform you that after careful consideration, **TechInfini Solutions Pvt. Ltd.** has decided to offer you employment as an **Associate Software Engineer**. We made this decision based on, in part, the information you provided us regarding your fitness to work.
We have outlined the principal conditions and terms of our offer below.Please review and contact us as soon as possible should you require any additional information.

Confidentiality: Your offer of employment is conditional upon your acceptance and observance of the company confidentiality policy. As an employee of **TechInfini Solutions Pvt. Ltd.** you will have access to certain company confidential information and you may, during the course of your employment, develop certain information, ideas, inventions, which will become the property of **TechInfini Solutions Pvt. Ltd.** We wish to impress upon you that we do not wish to bring with you any confidential or proprietary material of any former or to violate any other obligation to your former employer. Also you present that you are not subject to any restrictions that prevent you from working for **TechInfini Solutions Pvt. Ltd.**

Date of Appointment: Tentative Date of joining first week of **June, 2023** (After submission of Assignment).

Full Time Position: Your position is a full time employment with the company and you are expected to devote yourself exclusively to the business of the company. The timings will be 09:30 AM to 07:00 PM Mondays to Friday of the month. . We are working in shifts, we will shift you in different shifts as per project/company requirement.

Yours Responsibilities:

- Developing required skills to work
- Perform work as per assigned to you.
- You should follow all the rules and regulations set by the management to you.
- You will not enter into any agreement, which conflicts with your duties or obligation to the company.
- You should not perform any act that will harm the reputation of the company.

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TechInfini Solutions Pvt. Ltd.

Salary and Allowances: Your Probation Period will be 6 months from the date of your joining including your 3 months of training period. You will be provided a monthly stipend of INR. 10,000/- for 2 months starting from the first month of your training. You will be eligible for a monthly CTC of INR 18,000/- for the next 4 months of your probation period. With the successful completion of the probation period, you will be promoted as an Associate Software Engineer and your CTC will be INR 3,00,000/- per annum for 15 months. You shall receive your payment on or before 10th of every month. Holidays, leave and other company policies can be found in the Employee Handbook document which will be shared with you at the time of your joining. You will be entitled to all allowances and benefits as decided by the management.

Minimum Commitment Duration: You will be required to serve for a minimum 21 months with the company. Failing this will require you to pay us an amount equal to INR 100,000. Though we would never like that but after 21 months, in case for any reason you want to leave the organization you have to give us a 60 working day notice period in writing. If the notice period is not served out then the company can take a legal action against you.

TechInfini Solutions Pvt. Ltd. is not bound with any minimum commitment duration to receive your services. We have all rights to discontinue your services anytime.

We look forward to your joining the **TechInfini Solutions** team. We are confident that you will enjoy working with us, learn, deliver and have fun.

Sincere Regards,

Rahul Raghuwanshi
Director
TechInfini Solutions Pvt. Ltd.

ACCEPTED & AGREED:

Name:

Place: Date:

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

HEXAWARE - SRASHTI SHRIVASTAV







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HEXAWARE

Letter of Intent

September 12, 2022
Srashti Shrivastav
Indore Institute of Science and Technology, Indore

Dear Srashti Shrivastav,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**

During the training period you will be entitled for a stipend of Rs 15000/ pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the *Hexaware office in Siruseri, Chennai* for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Srashti Shrivastav

Monica Mathur
Vice President, Recruitment India & APAC

HEXAWARE TECHNOLOGIES LTD
Regd. office: Bldg No. 152, Millennium Business Park, Sector - 3B, A Block, TTC Industrial Area, TH
Navi Mumbai, 400710. Tel: +91 22 6791 9191, Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC066662 URL: www.hexaware.com

Indore Institute of Science & Technology * INDORE * IQAC

Indore Institute of Science & Technology * Placement Cell

Indore Institute of Science & Technology * INDORE

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AVIZVA - SRESHTI SONI







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AVIZVA

Letter of Intent

Date: 6th December 2022

Sreshti Soni

Dear Sreshti

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Gurugram.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Indore Institute of Science & Technology Placement Cell

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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CODEYOUNG - SUJAL BADOLE







577

Codeyoung

The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR Layout, Bengaluru -560102
https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

25th March 2023,

Dear Sujal badole,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.
For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

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TECH MAHINDRA - SUMEET MANDLOI







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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Extentia - IIST Indore Campus Drive

Amisha Walvekar <Amisha.Walvekar@extentia.com> Thu, Oct 20, 2022 at 10:26 AM
To: "Priyanka S. Gawali" <Priyanka.S.Gawali@extentia.com>, Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>, Himani Bhoir <Himani.Bhoir@extentia.com>, Rakesh Pandey <rakesh.pandey@indoreinstitute.com>, Biplab Dey <biplab.dey@indoreinstitute.com>, Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>, Shreyas Kharat <Shreyas.Kharat@extentia.com>

Hi Sohan,

We would like to inform you that we have 9 SS selects, offers will be released soon:

#	Email Address	Name	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Select
2	keertichouhan68@gmail.com	Keerti Chouhan	Select
3	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Select
4	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Select
5	ershreyapura@gmail.com	Shreya Pura	Select
6	palp7645@gmail.com	Pooja Pal	Select
7	avadhesh20014@gmail.com	avadhesh yadav	Select
8	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Select
9	sakshipatel042001@gmail.com	Sakshi Patel	Select

Current Pipeline:

#	Email Address	Name	Status
1	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Couldn't clear Round 5 - Technical Interview
2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Couldn't clear Round 5 - Technical Interview
3	ishank.y30@gmail.com	Ishank Yadav	Couldn't clear Round 5 - Technical Interview
4	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Couldn't clear Round 5 - Technical Interview
5	aditi06chourasia@gmail.com	Aditi Chourasia	Couldn't clear Round 5 - Technical Interview
6	shrutive01@gmail.com	Shruti verma	Couldn't clear Round 5 - Technical Interview

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7	somwanshishrey175@gmail.com	Shrey Somwanshi	Couldn't clear Round 5 - Technical Interview
8	nileshpanwar282@gmail.com	Nilesh panwar	Requested to fill application form
9	harshitakashyap00987@gmail.com	Harshita Kashyap	Requested to fill application form
10	engr.anujkarma@gmail.com	Anuj karma	Requested to fill application form
11	harshitameena121@gmail.com	HARSHITA MEENA	Interview scheduled today
12	mr.vsk721@gmail.com	Vivek Mahajan	Interview scheduled today
13	debnathlipika646@gmail.com	Lipika Debnath	Interview will be scheduled soon
14	ayushij1304@gmail.com	Ayushi Jain	Interview will be scheduled soon

Regards,

Amisha Walvekar

From: Amisha Walvekar
Sent: 29 September 2022 12:53
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>; Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive

Hi Sohan,

We have 2 SS selects, offers will be released soon.

#	Your Email Address	Name	Branch	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Information Technology	Select
2	avadhesh20014@gmail.com	avadhesh yadav	Computer Science	Select

Current Pipeline:

#	Your Email Address	Name	Branch	Status
1	sayyeddayaanali@gmail.com	Sayyed Dayan Ali	Information Technology	Couldn't clear last round

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2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Computer Science	Couldn't clear last round
3	mr.vsk721@gmail.com	Vivek Mahajan		In pipeline for last round
4	debnathlipika646@gmail.com	Lipika Debnath	Electronics and Communication	In pipeline for last round
5	keertichouhan68@gmail.com	Keerti Chouhan	Information Technology	In pipeline for last round
6	ishank.y30@gmail.com	Ishank Yadav	Computer Science	In pipeline for last round
7	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Computer Science	In pipeline for last round
8	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Computer Science	In pipeline for last round
9	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Information Technology	In pipeline for last round
10	aditi06chourasia@gmail.com	Aditi Chourasia	Computer Science	In pipeline for last round
11	shrutive01@gmail.com	Shruti verma	Information Technology	In pipeline for last round
12	somwanshishrey175@gmail.com	Shrey Somwanshi	Information Technology	In pipeline for last round
13	ayushij1304@gmail.com	Ayushi Jain	Computer Science	In pipeline for last round
14	ershreyapura@gmail.com	Shreya Pura	Computer Science	In pipeline for last round
15	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Computer Science	In pipeline for last round
16	nileshpanwar282@gmail.com	Nilesh panwar	Computer Science	In pipeline for last round
17	harshitakashyap00987@gmail.com	Harshita Kashyap	Computer Science	In pipeline for last round
18	palp7645@gmail.com	Pooja Pal	Information Technology	In pipeline for last round
19	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Computer Science	In pipeline for last round
20	engr.anujkarma@gmail.com	Anuj karma	Electronics and communication	In pipeline for last round
21	sakshipatel042001@gmail.com	Sakshi Patel	Information Technology	In pipeline for last round
22	harshitameena121@gmail.com	HARSHITA MEENA	Information Technology	In pipeline for last round

Regards,

Amisha Walvekar

From: Priyanka S. Gawali
Sent: 13 September 2022 19:32
To: Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>

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Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive
Importance: High

Hello Sohan,

We would like to inform you that we have 31 Students from IIST in the pipeline. Out of 31, 18 have cleared the Round 4 – Advance Technical Test and will go through the Round 5 (last) round which is a Technical Interview this and next week. And the remaining 13 students have cleared Round 3 – Interaction with HR for them we have scheduled test today.

List of 18 students in 5th (last) round:

#	Email Address	Name
1	mr.vsk721@gmail.com	Vivek Mahajan
2	debnathlipika646@gmail.com	Lipika Debnath
3	rati.choudhary33@gmail.com	Rati Ravi Choudhary
4	gamansantosh811@gmail.com	Aman Santosh Gupta
5	keertichouhan68@gmail.com	Keerti Chouhan
6	ishank.y30@gmail.com	Ishank Yadav
7	erurvashiupadhyay@gmail.com	urvashi arun upadhyay
8	ameriyaseemanjay@gmail.com	Seemanjay Ameriya
9	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad
10	aditi06chourasia@gmail.com	Aditi Chourasia
11	shrutive01@gmail.com	Shruti verma
12	somwanshishrey175@gmail.com	Shrey Somwanshi
13	ayushij1304@gmail.com	Ayushi Jain
14	ershreyapura@gmail.com	Shreya Pura
15	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan
16	nileshpanwar282@gmail.com	Nilesh panwar
17	[illegible]	[illegible]

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17	palp7643@gmail.com	Pooja Pal
18	avadhesh20014@gmail.com	avadhesh yadav

List of 13 students in the 4th round (second last)

The Round 4 – Advance Technical Test has been scheduled for the following students today, we request you to kindly encourage students to attempt the test in the given time window.

#	Email Address	Name
1	harshitakashyap000987@gail.com	Harshita Kashyap
2	juhip5731@gmail.com	Juhi Patel
3	vidhishapatidar2001@gmail.com	Vidhisha Patidar
4	pratyooshmishra2000@gmail.com	PRATYOOSH MISHRA
5	gouravchoudhary2211@gmail.com	Gourav Rameshwar Choudhary
6	harshksahu11@gmail.com	Harsh Sahu
7	ayanshakeel02@gmail.com	Mohd Ayan Abbasi
8	devershi66@gmail.com	Devershi Vashistha
9	rishiraghuvanshi08@gmail.com	Rishi Raghuvanshi
10	engr.anujkarma@gmail.com	Anuj karma
11	jitu7224@gmail.com	jitendra sunil jain
12	sakshipatel042001@gmail.com	Sakshi Patel
13	harshitameena	HARSHITA MEENA

Regards,

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From: Priyanka S. Gawali
Sent: 08 August 2022 11:06
To: Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive
Importance: High

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Hi Sohan,

After the Group Interaction round that was conducted on Saturday, August 6, we have 34 students going ahead. Here's the list of those 34 students and their next rounds:

#	Name	Next round
1	Vivek Mahajan	Extentia Round 3 - Interaction with HR. August 8, 2022 at 12:15 PM. Link - Click here to join the meeting
2	Sayyed Dayan Ali	
3	Lipika Debnath	
4	Rati Ravi Choudhary	
5	Prakhar Sharma	
6	Aman Santosh Gupta	
7	Keerti Chouhan	
8	Aman malviya	
9	Ishank Yadav	
10	urvashi arun upadhyay	
11	Seemanjay Amerlya	
12	Ayush Gaikwad	Extentia Round 3 - Interaction with HR. August 8, 2022 at 2:15 PM. Link - Click here to join the meeting
13	Aditi Chourasia	
14	Shruti verma	
15	Shrey Somwanshi	
16	Ayushi Jain	
17	Shreya Pura	
18	Mohd Faiz Ali Khan	
19	Nilesh panwar	
20	Harshita Kashyap	
21	Pooja Pal	

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22	avadhesh yadav	
23	Juhi Patel	
24	Vidhisha Patidar	Extentia Round 3 - Interaction with HR. August 9, 2022 at 12:15 PM. Link - Click here to join the meeting
25	Pratyoosh Mishra	
26	Gourav Rameshwar Choudhary	
27	Harsh Sahu	
28	Mohd Ayan Abbasi	
29	Devershi Vashistha	
30	Rishi Raghuvanshi	
31	Anuj karma	
32	jitendra sunil jain	
33	Sakshi Patel	
34	Harshita Meena	

The remaining students who couldn't clear the group interaction, have been already informed about the results via email.

Feel free to reach out to me if you have any queries.

Regards,

Priyanka

From: Sohan singh Chouhan [mailto:sohansingh.chouhan@indoreinstitute.com]
Sent: 05 August 2022 23:02
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Amisha Walvekar <Amisha.Walvekar@extentia.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: Re: Extentia - IIST Indore Campus Drive

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ma'am,

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Thank you for your email and shortlisting the our students for next recruitment process of your esteemed organization we will inform the students accordingly.

Thank you for your kind support and quick response at every level.

Thank you

On Fri, Aug 5, 2022, 10:58 PM Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com> wrote:

> Hi Sohan,
>
> Thanks for the whole coordination for today's virtual drive. We have the following 104 students who are selected for Round 2 of group interaction for Stepping Stones and 4 who are qualified for the second round of Mavericks interview. We have already sent the meeting invite email to all the students.
>
> Stepping Stones Selects and their interview slot for tomorrow, i.e August 6, 2022:

#	Your Email Address	Your Name	Time slot	Link
1	rahulkashyap.jbp0761@gmail.com	Rahul Kashyap		Click here to join the meeting
2	pulkitsablok10@gmail.com	Pulkit Sablok	9:00 to 9:30 am	
3	anuragayumishra@gmail.com	Anurag Mishra		
4	mahajanpiyush2404@gmail.com	Piyush Mahajan		
5	erharishrajput@fmail.com	Harish Rajput		
6	chiragagrawal61230@gmail.com	Chirag Agrawal		
7	dheeraj.joshi642@gmail.com	Dheeraj Joshi		
8	himanshumande2002@gmail.com	Himanshu Mande		
9	ankitadmbhu2017@gmail.com	Ankit Yadav		
10	akshaytiwari2101@gmail.com	Akshay Tiwari		
11	rajv24810@gmail.com	Anant raj verma	9:30 to 10:00 am	Click here to join the meeting
12	vivekmahajan085@gmail.com	Vivek Mahajan		
13	asarathe1@gmail.com	Arpit kumar sarathe		
14	raghavrajpatil9@gmail.com	Raghavraj Patil		

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15	meghali.likhar@gmail.com	Meghali Rajesh Likhar		
16	mandloisumit854@gmail.com	Sumeet Mandloi		
17	ketanattarde31@gmail.com	Ketan Attarde		
18	madhvisonera@gmail.com	Madhvi Sonera		
19	akshatudeeniya2019@gmail.com	Akshat Udeeniya		
20	shubhrahangdale445@gmail.com	Shubham Rahangdale		
21	kagrawal0901@gmail.com	Keshav Agrawal	10:30 to 11:00 am	Click here to join the meeting
22	sateeshkumbhakar113@gmail.com	Kalusingh Kumbhakar		
23	8435586444parag@gmail.com	Parag kushwah		
24	abhaysingh4937@gmail.com	Abhay singh Dalendra singh Rahangdale		
25	sayyeddayaanali@gmail.com	Sayyed Dayan Ali		
26	sreshti11@gmail.com	Sreshti Soni		
27	malviyrishabh73@gmail.com	Rishabh Malviya		
28	kanhakushwah6263@gmail.com	Kanha Kushwah		
29	debnathlipika846@gmail.com	Lipika Debnath		
30	sanyogmaurya11@gmail.com	Sanyog Maurya		
31	amannigam18082001@gmail.com	Aman Nigam	11:30 to 12:00 pm	Click here to join the meeting
32	adayush17@gmail.com	Ayush Dwivedi		
33	anandsmehra02@gmail.com	Anand Singh Mehra		
34	sharadpatelwdn@gmail.com	Sharad Kumar Patel		
35	geetikarathore20@gmail.com	Geetika Singh Rathore		
36	vedant.tripathi532@gmail.com	Vedant Tripathi		
37	kuldeepcareer2001@gmail.com	Kuldeep Barod		
38	nikitamishra4820@gmail.com	Nikita Vinay Mishra		
39	praveencareer@2001gmail.com	praveen shivnarayan sisodiya		

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40	hritikajoshi786@gmail.com	Hritika Ashutosh Joshi		
41	annapoornasingh2704@gmail.com	Annapoorna Singh		
42	adityagupta7060@gmail.com	Aditya Gupta		
43	priyanshutripathi3001@gmail.com	Priyanshu Tripathi		
44	nikhilsahu3107@gmail.com	Nikhil Sahu		
45	rati.choudhary33@gmail.com	Rati Ravi Choudhary		
46	chandrashekharchouhan833@gmail.com	Chandrashekhar Chouhan		
47	pranavbinwar@gmail.com	Pranav Singh Binwar		
48	pss130201@gmail.com	Prakhar Sharma		
49	abhishekrchoudhary2219@gmail.com	Abhishek Choudhary	12:00 to 12:30 pm	Click here to join the meeting
50	gamansantosh811@gmail.com	Aman Santosh Gupta		
51	ajmerapawan205@gmail.com	Pawan Ajmera		
52	rushils372@gmail.com	Rushil Dewaskar		
53	keertichouhan68@gmail.com	Keerti Chouhan		
54	Pranjalmalviya1@gmail.com	Pranjal malviya		
55	amanmalviya786an@gmail.com	Aman malviya		
56	ishank.y30@gmail.com	Ishank Yadav	12:30 to 1:00 pm	Click here to join the meeting
57	amansinghchauhan2017@gmail.com	Aman Singh Chauhan		
58	erurvashiupadhyay@gmail.com	urvashi arun upadhyay		
59	darshanpanchal2050@gmail.com	Darshan panchal		
60	AnjumanVarsee786@gmail.com	Anjuman Varsee		
61	ameriyaseemanjay@gmail.com	Seemanjay Ameriya		
62	pariharrahul296@gmail.com	Rahul Singh Parihar		
63	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad		

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64	aditi06chourasia@gmail.com	Aditi Chourasia		
65	shivankpateriya03@gmail.com	Shivank Pateriya		
66	gp64085@gmail.com	Gokul Panwar		
67	shrutive01@gmail.com	Shruti verma		
68	somwanshishrey175@gmail.com	Shrey Somwanshi	10:00 to 10:30 am	Click here to join the meeting
69	ayushij1304@gmail.com	Ayushi Jain		
70	ershreyapura@gmail.com	Shreya Pura		
71	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan		
72	faizanmirzacena@gmail.com	Mirza Faizan Baig		
73	nileshpanwar282@gmail.com	Nilesh panwar		
74	harshitakashyap000987@gail.com	Harshita Kashyap		
75	palp7645@gmail.com			

Indore Institute of Science & Technology (IIST)

Indore Institute of Management & Research (IIMR)

ndore Institute of Pharmacy (IIP)

Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh

Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

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BLAZECLAN - SURABHI SRIVASTAVA







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Strictly Private and Confidential

Reference No: BTPL/11691/2022 **Date: December 31, 2022**

To
Ms. Surabhi Srivastava,
Pune, Maharashtra

Dear Ms. Surabhi,

Subject: Pre-Placement Offer Letter for engagement as an Intern

Welcome to the **Blazeclan Family**!

We are pleased to make you an offer of full-time employment with **Blazeclan Technologies Private Limited** through this pre-placement offer letter (the "**Pre-Placement Letter**"). This offer is conditional to: a) completion of Internship with the Company to its satisfaction as contemplated in this Pre-Placement Letter; and b) you being able to show that you possess the performance standard and aptitude expected by the Company. The Company reserves the right to withdraw this offer anytime during your Internship.

You expressly agree and acknowledge that you will not have any lean or right on regular employment with the Company, either during the Internship (as defined below) or completion thereof.

This offer is subject to you furnishing the correct information regarding your past service/internship and other records. The Company further reserves its right to conduct background verification check.

Upon fulfilling the conditions above, at the sole discretion of the Company, you may be hired as an employee of the Company and given an appointment letter governing the terms and conditions of your employment.

The further terms and conditions of this Pre-Placement Letter are as follows:

1. **Stipend:**
   During the term of your Internship you will be entitled to a fixed monthly stipend of **Rs. 15000/-**. This stipend shall be subject to all the necessary tax and statutory deductions.
   Apart from the fixed monthly stipend, you shall not be eligible for any other performance incentive, bonus or any other employment benefits from the Company, during Internship.

2. **Term**
   Unless otherwise agreed in writing, your Internship with the Company shall commence with effect from **20/06/2023** or such earlier date as agreed between you and the Company and shall by default expire on **20/09/2023** ("**Internship**"). If required, the Company may choose to extend this

term at its sole discretion.

3. **Hours of Work**

You will be required to work for nine (9) hours per day from Monday to Friday. Further, depending on project/work contingencies, workload and business requirements, at any given time you may be required to work outside these stated hours, including weekends.

4. **Leaves**

You will not be entitled to any leave during your Internship and any leave taken by you, will be considered as leave without pay.

5. **Intellectual Property Rights**

a. You as an intern, agree to assign to the Company, the entire worldwide right, title and interest in any Company's Innovations, intellectual property rights and all associated records. The Company's "**Innovations**", include but not limited to, processes, machines, improvements, inventions (whether or not protected under patent laws), works of authorship, information fixed in any tangible medium of expression (whether or not protected under copyright laws), moral rights, trademarks, trade names, trade secrets, know-how, ideas (whether or not protected under trade secret laws), and all other subject matter protected under patent, copyright, moral right, trademark, trade secret or other laws, and includes without limitation all new or useful art, combinations, discoveries, formulae, manufacturing techniques, technical developments, discoveries, artwork, software and designs. Company's Innovation are innovations that you, solely or jointly with others, conceive, reduce to practice, create, derive, develop or make within the scope of your work for the Company.

b. During your Internship or after that, you shall perform any acts and execute such documents which in the judgment of the Company or its attorney may be needful or desirable to secure the Company's best intellectual property rights protection and all the rights to such Innovation, invention, discovery or improvement.

6. **Confidentiality**

a. You shall neither use nor disclose any secrets, transactions or confidential information related to the Company, its business, customers that you may acquire, at any time during your Internship to any third party other than to perform assigned work for the benefit of the Company.

b. Confidential information, includes but not limited to, any technical and non-technical information including patent, copyright, trade secret, and proprietary information, technique, sketches, drawings, models, inventions, Innovations, know-how, processes, apparatus, equipment, algorithms, software programs, software source documents, and formulae related to the current, future and proposed services and products of the Company, information concerning research,

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experimental work, development, design details and specifications, engineering, financial information, procurement requirements, purchasing, manufacturing, business forecasts, sales and merchandising and marketing plans and information ("**Confidential Information**") which according to the Company are necessarily confidential and form valuable property of the Company.

c. Your obligation not to disclose Confidential Information will be in force even after separation from the Company. You shall hand over all records under your possession to the Company on separation.

7. **Termination**

a. Notwithstanding any of the clauses of this Pre-Placement Letter, the Company reserves the right to terminate your Internship and thereby withdraw the pre-placement offer without assigning any reason and without any notice during your Internship.

b. The Company may terminate your Internship immediately without notice or payment if:

- You are guilty of serious misconduct;
- You breach any fundamental term or condition of your Internship;
- You intentionally disobey a lawful and reasonable direction of the Company; or
- You furnish false information, or pertinent information regarding your background and/or previous employment/internship or withhold such information from the Company.

8. **Indemnification**

You shall, at all times, indemnify and keep indemnified the Company against all sums whether by way of claims, demands, damages, costs, charges or expenses paid or incurred by the Company in or in connection with any action, claim proceeding, or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company.

9. **Governing Laws and Arbitration**

a. This Pre-Placement Letter shall be governed under the laws of India and subject to the exclusive jurisdiction of courts in Pune.

b. Any dispute between you and the Company shall be settled by a sole arbitrator to be appointed by the Company, the place of arbitration shall be Pune and the language of arbitration shall be English.

c. The Company reserves the right to initiate legal action against you in case of breach of this Pre-Placement Letter.

10. **Other terms and conditions**

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Indore Institute of Science & Technology

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a. You shall be guided by the Company's policies as amended from time to time and shall be required to demonstrate an appropriate behavior towards its adherence and cherish the values propagated by the Company.

b. This Pre-Placement Letter contains the entire understanding between you and the Company concerning the subject matter hereof and is in addition to any and all prior and contemporaneous negotiations, correspondence, understandings and agreements, whether oral or written, respecting that subject matter. You agree that no representations or promises concerning the terms of your Internship have been made except as set forth in this Pre-Placement Letter, and that your Internship with the Company does not violate any conditions of any other agreements you may have made prior to accepting this Pre-Placement Letter.

Please return the duplicate of copy of this Pre-Placement Letter duly signed by you as a token of your acceptance of the Pre-Placement Letter and terms and conditions mentioned above, failing which this Pre-Placement Letter stands canceled.

All of us are excited about working with you at Blazeclan and look forward to a mutually rewarding relationship.

Thanking you,
Yours faithfully,
For **Blazeclan Technologies Private Limited**

Ilham Mulla
Associate Director – Talent Acquisition

ACCEPTANCE

I have read and understood all the terms and conditions contained in this Pre-Placement Letter. It accurately reflects my understanding of the terms and conditions of my Internship with the Company.

I understand and agree that any changes in the terms of your Internship described in this Pre-Placement Letter must be set forth in a written document signed by a duly authorized officer of the Company.

Name: Place:

Signature: Date:

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blazeclan

Blazeclan Technologies Pvt Ltd		
Annexure "A"		
Name	Ms. Surabhi Srivastava	
Designation	Clan Fellow	
Date of Joining	20/06/2023	
Effective From	20/06/2023	
Particulars	**Monthly Salary Breakup**	**Annual Salary Breakup**
Basic	22800	273600
H. R. A.	11400	136800
Personal Allowance	19595	235140
Gross Salary (A)	**53795**	**645540**
Employer's PF Contribution	1800	21600
Group Insurance	308	3700
Gratuity	1097	13160
Benefits (C)	**1405**	**16860**
Fixed Pay (A+B+C) = D	**57000**	**684000**
*** Variable Pay - Company Linked Incentive (E)**	**3000**	**36000**
Total Pay, i.e. CTC (D + E)	**60000**	**720000**
Salary Deduction		
Employee PF	1800	
Contribution Professional Tax	200	
Take Home Salary	**51795**	
For - Blazeclan Technologies Pvt Ltd		
The remuneration above will be as per the policies and guidelines of the Company and taxable as per the prevailing Income Tax rules.		
* Variable Pay is at the Company's discretion		

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
Wakdewadi, Shivaji Nagar, Pune – 411005, Maharashtra, India
Phone: 020-67611100 , Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

Placement Cell
IQAC
INDORE

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blazeclan
ignite transformation on cloud

Indore Institute of Science and Technology
IQAC
INDORE

Indore Institute of Science & Technology
INDORE

Indore Institute of Science & Technology, Indore
Placement Cell

Blazeclan Technologies Pvt Ltd
Address: A-Wing, 8th Floor, Godrej Eternia C, Old Pune Mumbai Highway,
Wakdewadi, Shivaji Nagar, Pune – 411005, Maharashtra, India
Phone: 020-67611100 , Email: sales@blazeclan.com
Website: www.blazeclan.com
CIN: U72100PN2010PTC136385

TECHINFINI - SURAJ CHOUHAN





598

TechInfini Solutions Pvt. Ltd.

Ref. No.: HR/2304-22

April 14, 2023

Suraj Chouhan,
Indore (M.P)

OFFER LETTER

Dear Mr. Suraj Chouhan,

We are pleased to inform you that after careful consideration, **TechInfini Solutions Pvt. Ltd.** has decided to offer you employment as an **Associate Software Engineer**. We made this decision based on, in part, the information you provided us regarding your fitness to work.
We have outlined the principal conditions and terms of our offer below.Please review and contact us as soon as possible should you require any additional information.

Confidentiality: Your offer of employment is conditional upon your acceptance and observance of the company confidentiality policy. As an employee of **TechInfini Solutions Pvt. Ltd.** you will have access to certain company confidential information and you may, during the course of your employment, develop certain information, ideas, inventions, which will become the property of **TechInfini Solutions Pvt. Ltd.** We wish to impress upon you that we do not wish to bring with you any confidential or proprietary material of any former or to violate any other obligation to your former employer. Also you present that you are not subject to any restrictions that prevent you from working for **TechInfini Solutions Pvt. Ltd.**

Date of Appointment: Tentative Date of joining first week of **June, 2023** (After submission of Assignment).

Full Time Position: Your position is a full time employment with the company and you are expected to devote yourself exclusively to the business of the company. The timings will be 09:30 AM to 07:00 PM Mondays to Friday of the month. . We are working in shifts, we will shift you in different shifts as per project/company requirement.

Yours Responsibilities:

- Developing required skills to work
- Perform work as per assigned to you.
- You should follow all the rules and regulations set by the management to you.
- You will not enter into any agreement, which conflicts with your duties or obligation to the company.
- You should not perform any act that will harm the reputation of the company.

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Salary and Allowances: Your Probation Period will be 6 months from the date of your joining including your 3 months of training period. You will be provided a monthly stipend of INR. 10,000/- for 2 months starting from the first month of your training. You will be eligible for a monthly CTC of INR 18,000/- for the next 4 months of your probation period. With the successful completion of the probation period, you will be promoted as an Associate Software Engineer and your CTC will be INR 3,00,000/- per annum for 15 months. You shall receive your payment on or before 10th of every month. Holidays, leave and other company policies can be found in the Employee Handbook document which will be shared with you at the time of your joining. You will be entitled to all allowances and benefits as decided by the management.

Minimum Commitment Duration: You will be required to serve for a minimum 21 months with the company. Failing this will require you to pay us an amount equal to INR 100,000. Though we would never like that but after 21 months, in case for any reason you want to leave the organization you have to give us a 60 working day notice period in writing. If the notice period is not served out then the company can take a legal action against you.

TechInfini Solutions Pvt. Ltd. is not bound with any minimum commitment duration to receive your services. We have all rights to discontinue your services anytime.

We look forward to your joining the **TechInfini Solutions** team. We are confident that you will enjoy working with us, learn, deliver and have fun.

Sincere Regards,

Rahul Raghuwanshi
Director
TechInfini Solutions Pvt. Ltd.

ACCEPTED & AGREED:

Name:

Place: Date:

TCS - TANEESHQ YOGI

Indore Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Indore Placement Cell

601

Offer: Computer Consultancy
Ref: TCSL/DT20222851051/Mumbai
Date: 01/10/2022

Mr. Taneeshq Yogi
125 Nayapura Neemchock Ujjain Madhya Pradesh 456010,
Jayapura Neemchock,
Ujjain-456010,
Madhya Pradesh.
Tel# -

Dear Taneeshq Yogi,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [illegible]

Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology Placement Cell
Indore Institute of Science & Technology INDORE

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

AVIZVA - TANISHA CHAWADA







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AVIZVA

Letter of Intent

Date: 6th December 2022

Tanisha Chawada

Dear Tanisha

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Indore.**

Further, we request you to carefully read through following annexes:

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Indore Institute of Science & Technology, Indore
Placement Cell

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Indore Institute of Science and Technology
IQAC
INDORE

Indore Institute of Science & Technology
INDORE

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Tanisha Chawada
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Indore

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/-.*
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 . Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 . Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above : Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Placement Cell

Anukampa Dubey
Senior Manager- Talent Acquisition

IQAC

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

6-05

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

Placement Cell

IQAC

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

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EXTENTIA - VIDHISHA PATIDAR







135

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Extentia - Congratulation! Date of Joining

1 message

Vidhisha Patidar <vidhishapatidar2001@gmail.com> Mon, Jul 17, 2023 at 12:54 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Priyanka S. Gawali** <Priyanka.S.Gawali@extentia.com>
Date: Fri, Apr 21, 2023, 11:53 AM
Subject: Extentia - Congratulation! Date of Joining
To: vidhishapatidar2001@gmail.com <vidhishapatidar2001@gmail.com>
Cc: Talent.ExperienceHR <Talent.ExperienceHR@extentia.com>

Hi Vidhisha,

Greetings from Extentia!

Congratulations! We would like to confirm your joining date as **Friday, September 1, 2023**. Next week you will receive a contract specifying this.

As step 1 of onboarding, we have already onboarded you on this portal - https://www.apprenticeshipindia.gov.in/. In case you haven't been onboarded on this let us know. We are confident that you will be able to make a significant contribution to the success of Extentia Information Technology Pvt. Ltd. and we look forward to working with you.

Note: We will soon add you to the WhatsApp group of your respective month's joining and remove you from the current groups (if you have been already added) to avoid confusion.

Please let me know if you have questions.

Regards,

Priyanka

Extentia is proud to be a member of the Merkle and dentsu family.
Our Privacy Policy | Unsubscribe

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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SKILLISH - VIVEK JAIN







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-69

01/03/2023

Attach / Paste
Your Photo Here

Dear **Vivek Jain**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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Placement Cell Indore Institute of Science & Technology Indore

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CONSULTADD - VIVEK MAHAJAN







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A

Anupama Joshi <anupama.j@consultadd.com>

Sep 7, 2022, 5:53 PM

to me

Hello Kundan Sir,

I'm sharing all the selected student sheet. Kindly have a look.
Let me know if you need any further information.

Thanks and Regards
Anupama Joshi
Talent acquisition Specialist
Consultadd Services Pvt. Ltd.
Branch Office : Office No. 103 PART A WING 1st,
Floor No. 1st, RAYANA GROUP, Survey No. 33/2
behind Mitcon, Balewadi PUNE (MH) 411045.
E-mail- anupama.j@consultadd.com

S.no	Candidate Name	College Name	Position	Package
1	Nakul Maheshwari	SD Bansal	Software Engineer level 1	12 LPA
2	Akansha Sharma	SD Bansal	Information Software Engineer level 1	7 LPA
3	Paresh Agrawal	SD Bansal	Information Software Engineer level 1	7 LPA
4	Dhruvi Khairalkar	SD Bansal	Information Software Engineer level 1	7 LPA
5	Murtaza Barwahwala	CDGI	Information Software Engineer level 1	7 LPA
6	Vivek Mahajan	IIST	Information Software Engineer level 1	7LPA
7	Naman Jain	SD Bansal	Internship	15000 till dec then 25000
8	Durva Kulkarni	IIST	Software Engineer level 1	8 LPA
9	Yashraj Mandloi	SD Bansal	Software Engineer level 1	12 LPA
10	Pritish Tyagi	CDGI	Internship	15000 till dec then 25000
11	Chinmay Raiker	SD Bansal	Selected for ASE	8 LPA
12	Praful Chouhan	CDGI	Information Software Engineer level 1	7 LPA
13	Rahul Prajapat	CDGI	Information Software Engineer level 1	7 LPA
14	Yash Thakur	CDGI	Software Engineer level 1	8 LPA
15	Siddhi Sharma	Prestige	Information Software Engineer level 1	7 LPA







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16	Yash Sule	CDGI	Selected for ASE	8 LPA	
17	Sahil Kharche	CDGI	Software Engineer level 1	8 LPA	
18	Rishabh Mahajan	SD Bansal	Information Software Engineer level 1	7 LPA	







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SKILLISH - AAYUSH SHARMA







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
| PAN: ABJCS5615A

SKILLISH 23-25

01/03/2023

Attach / Paste
Your Photo Here

Dear **Aayush Sharma**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Placement Cell
Institute of Science & Technology, Indore
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Indore Institute of Science & Technology * INDORE *

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
PAN: ABJCS5615A

- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science & Technology INDORE

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Indore**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science and Technology IQAC

Institute of Science & Technology INDORE

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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10. Performance Of Duties:

10.1.You will report to the person as nominated by the Company at the time of your joining

10.2.On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3.You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4.You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5.You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6.It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1.You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2.Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3.Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4.Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5.Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6.Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7.Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8.If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9.- Based on your performance so far

- Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10.Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11.Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information.

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+91 124 4831550, www.avizva.com

12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!

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CODEYOUNG - TUSHAR VERMA

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https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

25th March 2023,

Dear Tushar Verma,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.
For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

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Codeyoung

JOB TITLE: Inside Sales Executive.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory char ges arising as a result of your employment with the Company , these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

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6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required fromtime to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or

being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.

Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoungadopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14.DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess,is kept protected . Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

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- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months**' notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

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17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

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of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any c laims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for aduration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes

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shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.





Codeyoung

CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

CODEYOUNG - URVASHI UPADHYAY







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https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

25th March 2023,

Dear Urvashi Upadhyay,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **3rd April 2023.**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.
For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

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JOB TITLE: Inside Sales Executive.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

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6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7.ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

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In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or

being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment .

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Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

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The Codeyoungadopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14.DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess,is kept protected . Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

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- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

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During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

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17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

IQAC

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of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any c laims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for aduration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes







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shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.







CODE CAFFEINE - UTKARSH SHRIVASTAVA







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Rohit Inani <corporate.relations@indoreinstitute.com>

Congratulations on Your Selection as Fullstack Developer Trainee!

admin@codecaffiene.com <admin@codecaffiene.com> Tue, Apr 11, 2023 at 4:06 PM
To: utkarshshrivastava2106@gmail.com
Cc: Corporate Relations <corporate.relations@indoreinstitute.com>

Dear Utkarsh,

We are excited to announce that you have been selected as a Fullstack Developer Trainee in the campus drive conducted by Codecaffiene Techonolgies Pvt Ltd at IIST Indore! Congratulations on this well-deserved achievement!

Your technical skills, coding prowess, and enthusiasm for software development have stood out among the applicants, and we are thrilled to have you join our team. We believe that you will contribute significantly to our projects and bring fresh perspectives to our organization.

As the next step in the hiring process, we would like to invite you to our office for the final HR round on Friday, 14, at 3:30PM. This will be an opportunity for us to discuss further details about your role, responsibilities, and compensation, as well as address any questions or concerns you may have. Please come prepared with any necessary documents or information, including your resume, identification proof, and any other relevant details.

We understand that this is an important moment in your career, and we assure you that our HR team will do their best to make the process smooth and transparent. We value your time and effort, and we are committed to providing you with a positive experience during the recruitment process.

Once again, congratulations on your selection as a Fullstack Developer Trainee at our organization. We look forward to meeting you in person on Friday and welcoming you to our team!

If you have any questions or need any further information, please do not hesitate to reach out to us.

Best regards,

HR Department

Codecaffiene Technologies Pvt Ltd







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HEXAWARE - VEDANT TRIPATHI







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HEXAWARE

Letter of Intent

September 12, 2022
Vedant Tripathi
Indore Institute of Science and Technology, Indore

Dear Vedant **Tripathi**,

We are pleased to inform you **that you** have been provisionally short listed for employment as **"Software Engineer Trainee"**.

During the training period **you will be entitled** for a stipend of Rs.15000/-pm for **the period of 6 months and on** successful completion of your **training you will be** paid a salary of Rs. 4 Lac per **annum.**

You are required to sign a **service agreement for a** period of 2 years **before the start of training programme.**

We will keep you posted with **respect to the start** of the training program at the **Hexaware office in Siruseri**, Chennai for your development as a **Maverick**. Before joining and commencement of your training program, you will undergo the **Early Intervention** Program (EIP) to be conducted by Hexaware and Carpe Diem University.

You will receive a formal **letter of appointment** (at par on parity) with all the terms and conditions post joining the organization.

As a token of your acceptance, **that you** have read and understood the contents of Record ... was sent to your confirmation to **connect@hexaware.com** confirming your interest in joining Hexaware.

Yours sincerely,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment India & APAC

Vedant

HEXAWARE TECHNOLOGIES LTD.

Placement Cell

IQAC

INDORE

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - VICKY MISHRA

631

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
PAN: ABJCS5615A

SKILLISH 23-68

01/03/2023

Attach / Paste
Your Photo Here

Dear **Vicky mishra**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology Placement Cell Indore

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SILVERSKY TECHNOLOGY - ABHISHEK KHATIK







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SilverSky Technology
628, Iscon Emporio, Near Jodhpur cross road, Ahmedabad-380015
(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

OFFER LETTER

To,
Abhishek Khatik,
Indore.

We are pleased to appoint you as a "Trainee Software Engineer" in our organization, effective from 22nd May 2023, on the following terms and conditions.

The terms and conditions, which form the basis of our mutual relationship, which we feel confident will be mutually beneficial and long-lasting, are contained in subsequent paragraphs.

1. Your remuneration will be Rs. 8,000 per month during the training period. You will be under a training period of 6 months from the date of joining. After completion of training, your salary will be revised and your salary will be Rs. 27,000 per month. The estimated date of your 2nd increment will be 12 months from the last increment date.

2. The company reserves the right to alter or modify its working hours.

3. Other Benefits: As per Company policy.

4. Notice Period to be given on Resignation / Termination of Service. In the event of your resignation, you will be required to give 60 days' notice to ensure smooth transition/handover of duties without loss to the Company. In cases where adequate notice is not given, salary for the shortfall period will be deducted while carrying out the full and final clearance. The Company may terminate the services of an individual without assigning any reasons.

Provided, however, in the event of your unauthorized absence from duties, it is established, or if the management had bonafide reasons to believe that you have no intentions to resume duties, the administration would have the right to terminate your services if the number of absent days is more than 10.

5. Commitments: It should be clear to you that there are no other commitments made by the Company in terms of your compensation or otherwise, other than what is mentioned in the appointment letter.

6. Income Tax Liability: The Income Tax liability with regards to your salary and perks will be your liability and will be governed by the country's tax laws as applicable from time to time.

7. Service Rules and Regulations: During your employment with the Company, you will be governed by the service rules and regulations of the Company in force or as introduced or amended from time to time. You will also be governed by the Company's policies and rules regarding Leave, Bonus, Misconduct, Indiscipline, or/and other matters. Rules and Regulations of the Company are available in the office of the undersigned.

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Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

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SilverSky Technology
628, Iscon Empono, Near Jodhpur cross road, Ahmedabad-380015
(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

8. Professional Ethics: You are required to deal with the Company's money, material, and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

9. Safe Custody of Company Material: You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The Company reserves the right to deduct the cost of such articles from your dues or take such actions as may be deemed proper, in the event of failure to account for such property, to our satisfaction.

10. Confidentiality of Information: You are expected not to disclose any information regarding Confidential data, reports, technology, expertise, R&D activities, or any business plans to anyone, as this would impair the competitive position of SilverSky Technology. If it is established that the above-said information is passed on in any manner to anyone (unauthorized person in the premises or outside the premises) during the employment, the Company would be free to terminate your services without assigning any reason and without any compensation thereof as also would be free to recover damages from you, if any.

11. Confidentiality of Salary Information:

a) Your salary package is based on, besides your overall experience level in the IT Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the IT Industry, may be unrealistic, misleading and invidious.

b) You are required to strictly maintain the secrecy of and ensure that you do not disclose or communicate in any manner any information regarding your remuneration/terms of employment to any other employee of the Company except to your immediate superior/ Head of the HR Dept. of the Company.

c) Similarly, when deputed to work/interact at the client site, you are expected to maintain complete confidentiality regarding your salary packages. You are expected not to discuss or disclose the same to any member of the client staff in the interest of preserving and promoting good and ethical functional business relations with our clients.

12. Full-Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business, or activity part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with SilverSky Technology, or engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in the appointment letter.

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Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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SilverSky Technology
628, Iscon Emporio, Near Jodhpur cross road, Ahmedabad-380015
(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

13. Inventions / Innovations Rights: The Company reserves its right on any innovations/inventions/discoveries/products made/developed during your employment with the Company. You should not make any claims on the said innovations/discoveries, etc.

14. Place of Work: Although your initial place of work is nominated as Ahmedabad, you may, during your employment with the Company, be considered for employment at other Technology centers of the Company within India. Decisions for such transfers, which may be for a short duration or of a permanent nature, will depend on your suitability for the intended task and mutual agreement.

15. Deputation: While remaining permanently employed at Ahmedabad, you may be deputed to work at any one of the other centers/outlets of the Company, as and when considered necessary, solely at the discretion of the Management.

16. Veracity of Information Provided: You have engaged on the presumption that the particulars furnished by you in your resume or testimonials handed over by you are correct. If the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/canceled without any notice.

17. Personal Conduct: The Management shall be at liberty to terminate your services without any notice in the event of:

a) Insubordination, indiscipline, dishonesty, or negligence of duty.

b) You cannot attend to your duties effectively on account of prolonged illness.

18. During the investigation into such circumstances, you are liable to be suspended from duty without any wages or salary. Guidelines and Other Useful Information.

19. If an employee initially has joined as a trainee and failed to serve a bond duration with the firm, in this case, an employee is liable to pay a certain amount defined by the company as a training fee.

20. To enable you to perform your duties effectively, you are advised to pay particular attention to the following aspects listed in the Associate Handbook, a copy of which is available with the HR Dept. and your Manager:

a) Work ethics and Habits

b) Regularity and Punctuality

c) Attendance

21. Probation Period:
You will be on probation for three months after completion of the internship and shall continue to be so until and unless specifically communicated to you in writing. The probation period is extendible at the sole discretion of the Management.

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628, Iscon Emporio, Near Jodhpur cross road, Ahmedabad-380015
(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

22. Commitment for the long term:

As a part of your commitment to the company for the duration of the internship + 12 months notice period, you are requested to sign a notarised agreement.

Please sign the duplicate copy of this appointment letter and return to us as your acceptance of the appointment and terms/conditions contained herein. In the end, we feel proud to have a professional of your stature as a member of the SilverSky Technology family and wish you a long, productive and satisfying career at SilverSky Technology.

I accept the above terms and conditions of service.

Employee Signature

Date: 03/01/2021

For,

SilverSky Technology.

Authorized signatory

Mr. Jagdish Mavani, CEO

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SKILLISH - ABHISHEK SHARMA







651

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-27

01/03/2023

Attach / Paste
Your Photo Here

Dear **Abhishek Sharma,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

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Indore Institute of Technology, Indore Placement Cell

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DIGIVALET - AKSHAY TIWARI







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Employment Terms & Conditions

1. **Confidentiality of the Offer/Employment Letter & Compensation Package:**
   1.1. The compensation package offered to you ("the Employee") by the Company ("Paragon Business Solutions Ltd.") and the Offer / Letter of Employment together with its Annexures including this Annexure are strictly confidential and you are obliged to always maintain absolute secrecy of this information.

2. **Background Verification:**
   2.1. You agree that the Company's offer / your employment with the Company is contingent on and subject to the conclusion and positive outcome of the Company's Background Verification Process. The Company may any time, at its sole discretion, conduct the Background Verification Process. In the event of an unsatisfactory outcome of such verification, the Company reserves the right to withdraw/revoke this offer and/or terminate your employment.

3. **Appointment in Good Faith:**
   3.1. It must be specifically understood that this offer is made based on your proficiency in technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In the event, any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the expectations aligned with Business or fall short of the minimum standard set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice and notwithstanding any other Terms & Conditions stipulated therein.

4. **Probation Period & Confirmation:**
   4.1. You shall be on probation for a period of 3 months from the date of joining which the Company at its discretion can extend for another 3 months.
   4.2. The decision of Company management in this regard shall be final & binding on you. On completion of the probation period, your employment shall be considered as confirmed unless informed otherwise by the Company.

5. **Nature of Work:**
   5.1. The nature of work and responsibilities will be explained and assigned to you by your superiors/seniors from time to time. You will work with a high standard of ethics, initiative, cleanliness, honesty, and economy in the organization.

6. **Working Days/Hours:**
   6.1. The regular working days of the Company are Monday to Saturday.
   6.2. Two Saturdays in a month shall be off (Currently 2nd and 4th Saturday).
   6.3. You shall report to the office daily at 10 am.
   6.4. The office hours are 9 hours 15 minutes including 45 minutes break time.
   6.5. Work timings, schedules, and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. The Company shall be free to amend and stagger the working hours in accordance with business requirements.

7. **Assignment, Transfer, Deputation, Training:**
   7.1. Though you have been engaged for a specific position, the Company reserves the right to send you on deputation/transfer/assignment/training to any of the Company's Branch Offices in India or abroad or at any Customer Location in India or Abroad.
   7.2. You will hold yourself in readiness for any training whenever required. Such training/s would be imparted to you at the Company's expense.

8. **Personal Particulars:**
   8.1. You will keep us informed of any change in your residential address, your family status, or any other relevant particulars, which may affect your employment with the Company.

Initiate & Certify

Accept (Sign & Date)

Institute of Science & Technology, Indore ★ IOAG ★ INDORE ★

Placement Cell

Institute of Science & Technology ★ INDORE ★

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Employment Terms & Conditions

8.2 You will let us know the name and address of your legal heir/nominee and fill out the nomination forms as required for PF and Gratuity benefits.

9. **Leaves:**
   9.1 You will be entitled to leaves as per Leave Policy and as laid down in the Standing Orders of the Company.
   9.2. For availing of any leave, you will have to make an application to your supervisor (with a copy to HR) sufficiently well in advance justifying the need for the said leave and obtain prior approval from your supervisor.
   9.3. The application for leaves exceeding 2 days, except in case of emergency, should be made at least 1 month in advance or as soon as you are aware that longer leave would be required.
   9.4. In case of long leave, you need to plan along with your supervisor how to handle work in your absence so that there is no or minimal impact on day-to-day work.

10. **Company Policies:**
   10.1. You hereby expressly accept to adhere to all the provisions of the HR Policies of the Company and any other policies, rules, regulations, and procedures relevant to your employment with the Company.
   10.2. These policies may be amended, at the discretion of the Company, from time to time, and will become applicable to your employment from the point of time when these policies are communicated or published or made available through either electronic or physical means, including but not limited to, by way of email, Company Intranet, Company Portal, or Company notices. You agree that it is solely your duty to stay up to date with Company policies and that ignorance of Company policies will not be treated as a valid reason for failure to adhere to Company policies.

11. **Business Expenses:**
   11.1. The Company shall pay or reimburse to you all reasonable expenses actually incurred or paid by you for Company work subject to pre-approval and in accordance with applicable expense reimbursement, travel, and related policies and procedures as in effect from time to time.

12. **Restriction of Company Resources for Personal Use:**
   12.1. Use of Company resources for personal use is not permitted. This includes usage of official email account, computer resources, information, internet service, and working time of the Company for any personal use.

13. **Appraisal / Increment:**
   13.1. The appraisal/increment shall normally happen once a year. Your appraisal/increment shall depend on your performance, efficiency, sincerity, hard work, punctuality, technical & behavioral competencies, regularity in attendance, and other factors as determined by management from time to time.
   13.2. The appraisal/increment information is personal to you, and it should be kept strictly confidential. Any breach of this condition may invite disciplinary action by the Company management including the rollback of increment or termination of your Employment without any notice period or payment.

14. **Protection of Confidential Information:**
   14.1. As a result of your employment with the Company, you agree that you will have access to Confidential Information about the Company, its subsidiaries, affiliates, clients, customers, business partners, and other parties including third-party product companies with whom products integration work is carried out and it is of utmost importance that information of a confidential, private and sensitive nature must be used responsibly and controlled and protected to prevent its prohibited, arbitrary or careless disclosure.
   14.2 Confidential Information shall mean & include all non-public Technical & Business related information, Trade Secrets & Intellectual Property Rights of the Company or of a third-party in possession of the Company, already existing or acquired or developed during your employment with the Company, in any form, whether tangible or intangible and in any medium, whether written, visual, conceptual, verbal, in the form of documents or on electronic media, etc. It includes confidential information relating to the customers, products, operations, business methods, processes, business organizations, transactions, accounts, finances, marketing & business plans, customer lists, proposals, cost & sale prices, pricing,

Employee (Sign & Date)

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Employment Terms & Conditions

knowledge, data, drawings, know-how, analysis, computations, compilations, studies, source codes, algorithm, network architecture, testing or quality assurance procedures or results, content, product specifications, services, prototypes, computer software, applications, source codes, object codes, models, drawings, marketing plans, financial data, personal statistics & other confidential information.

14.3. You agree that you will hold all and any Confidential information of the Company, whether disclosed to you or acquired by you at any time during your employment with the Company, in trust and confidence, keep secret and not to utilize, employ, exploit, make inadvertent or unauthorized disclosure of any Confidential information to any person, organization or entity.

14.4. You agree that the confidentiality obligations as mentioned in this section shall hold with full force & effect even after termination of your employment and you agree that you would not disclose the confidential information to which you were privy as an employee of the Company or to utilize in your future jobs or endeavors.

14.5. At the time of joining or later, you may have to execute a more elaborate Confidentiality (Non-Disclosure) Agreement with the Company about maintaining the secrecy of the Confidential Information.

15. **Intellectual Property Right:**

15.1. The Company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the Company including but not limited to the creative concept, material, ideas, suggestions, developments, programs, applications, software, source codes and any other Intellectual Property that you may develop during your association with the Company.

15.2. The Employee agrees that all processes, technologies, and inventions (collectively, "Inventions"), including new contributions, improvements, ideas and discoveries, whether patentable or not, conceived, developed, invented or made by you during the employment with the Company shall belong to the Company and the Company shall be entitled to use, utilize and exploit such Inventions & improvement, provided that such Inventions grew out of the Employee's work with the Company or any of its subsidiaries or affiliates, are related in any manner to the business (commercial or experimental) of the Company or any of its subsidiaries or affiliates or are conceived or made on the Company's time or with the use of the Company's facilities or materials.

15.3. The Employee shall further (a) promptly disclose such Inventions to the Company; (b) assign to the Company, without additional compensation, all patent and other rights to such Inventions; (c) sign all papers necessary to carry out the foregoing; and (d) give testimony in support of the Employee's inventorship; to evidence, establish, maintain, perfect, protect, enforce or defend its right, title or interest in or to any such properties.

16. **Termination of Service:**

16.1. All termination notices from either the Employee or the Company shall be in writing.

16.2. Either the Employee or the Company can terminate this employment by serving a notice of 2 (two) months on the other. The Company may at its discretion permit Employee to leave the Company with lesser notice period on payment of an amount equal to gross salary of the Employee for the number of days falling short of the required notice period of 2 (two) months. When you communicate the termination of this employment agreement, it shall come into effect post acceptance by the Company and communication thereof. If you wish to avail leaves during the notice period, your notice period will get extended in proportion to the number of leaves availed during the notice period. Notwithstanding the above, upon the sole discretion of the Company, the employee may have to serve a longer notice period in case of unsatisfactory handover/knowledge transfer.

16.3. The requirement of serving notice of 2 (two) months period is applicable throughout the employment of the Employee with the Company including probation period; however, the Company may terminate employment of the Employee without giving any notice during the probation period.

16.4. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such a case the employment shall automatically come to an end without the Company having to give any notice and the Employee shall be liable to pay to the Company an amount equal to the Employee's two months' salary.

Accept (Sign & Date)

Employment Terms & Conditions

16.5. You will be governed by the Company policies and if there is any breach of the same or non-conformance of Employment Terms & Conditions, your service can be terminated with immediate effect without any prior notice and without any payment in lieu thereof. Notwithstanding any other Terms & Conditions stipulated herein the Company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest. If at any time during the employment, you are found guilty of misconduct or any willful breach or continuous negligence of the terms of your employment or dereliction of the duties or instructions given to you from time to time or unsatisfactory performance, the Company may without prejudice to any other action as may be called for and without any notice or payment in lieu of any notice, put an end to your employment with the Company. Without prejudice to the above, you shall be deemed to have brought about such a situation compelling the Company to put an end to your services and you shall, therefore, continue to be liable for all losses/damages to the Company.

16.6. If during the employment, the Employee becomes physically or mentally disabled, whether totally or partially, such that the Employee is unable to perform the Employee's principal services for a period of not less than thirty (30) consecutive days, the Company may at any time after the last day of such period (provided that such disability is continuing), by written notice to the Employee, terminate the employment.

16.7. Following any termination of the Employee's employment, on the effective date of termination (or earlier if requested by HR or reporting manager), the Employee must return all of the Company's property to HR or reporting manager, including but not limited to all documents, plans, designs, memoranda, notes, records, reports, manuals, drawings, blueprints, and other intellectual property, whether in hard copy or electronic form; any confidential or commercially sensitive information in any format; any physical property, whether owned by the Company or leased, including computers and laptops, electronic storage media, mobile phones and other telecommunications equipment, credit cards, keys, vehicles, identification and access passes which may be in the possession, custody or control of the Employee.

16.8. The payment of any monies the Company owes to the Employee because of termination of employment will be made subject to the Employee returning all Company property, serving full notice period and completing handover and knowledge transfer satisfactorily. The salary for the notice period shall be paid along with Full & Final settlement.

16.9. In the unfortunate event, if the Employee dies during the Term, the Term shall immediately terminate and the immediate successor of the Employee shall be entitled to no further payments or benefits except for the salary accrued up to the effective termination date, reimbursement of outstanding travel expenses (if any) and gratuity (payable as per law).

17. Non-Competition:

17.1. You agree that at all times during your employment with the Company and thereafter, until the first 365 days from the date of termination of your employment for any reason (whether the employment is terminated by you or by the Company and, whether with or without cause), you will not, directly or indirectly, yourself or on behalf of or in conjunction with, any other person, company, partnership, corporation, business, group, or other entity: engage or propose to engage in any business or activity that is the same or similar to the business or any part of the business carried on by the Company; get or seek to get a job or employment in any organization that is in the same or similar business, competitor company; induce or attempt to induce any employee of the Company to terminate his or her employment with the Company, whether or not that person would act in breach of his or her contract of employment; approach, induce, solicit, or persuade any customer or supplier who was, at any time during the last 1 year of employment of the Employee, a client or supplier of the Company.

17.2. You agree that the limitations set out above are logical and applicable and you relinquish all defences to the strict implementation of this non-competition agreement by the Company.

18. Non-Solicitation:

18.1. You agree with the Company that during your employment with the Company and for at least three (3) years thereafter you shall not directly, or indirectly, for yourself or for any other Person or Company: (i) solicit or attempt to solicit, or interfere with or influence the Company's clients or customers to leave the Company or any of its subsidiaries or affiliates; (ii) interfere with, induce, influence, entice or otherwise

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attempt to induce or influence any employee of the Company or any of its subsidiaries or affiliates to terminate his/her employment with the Company for other opportunity or for any other purpose.

18.2. You agree that if you violate this covenant of non-solicitation, the Company shall be entitled to claim damages including cost of litigation and legal fee from you.

19. Restrictive Covenant:

19.1. You agree that you will not, without the written consent of the Company, for a period of 1 year following the termination of your employment for any reason (whether the employment is terminated by you or by the Company and, whether with or without cause or in break of this Agreement), take up employment with any Client or Supplier or Business Partner of the Company, either on a full time or part time basis or in the capacity of a consultant or advisor or a shareholder.

19.2. You agree that if you violate this restrictive covenant, the Company shall be entitled to claim damages including the cost of litigation and legal fee from you.

20. Jurisdiction, Governing Law:

20.1. Should a situation so arise and there be any dispute regarding your employment with the Company, same shall be subject exclusively to the jurisdiction of the courts in Indore and governed by and construed in accordance with the Indian laws, without regard to its conflict of laws provisions.

21. General:

21.1. The above Employment Terms & Conditions are based on the Company's current policy, rules & regulations that are subject to amendments from time to time and you agree to abide by such amendments.

21.2. Your entitlement to receive the bonus (if announced/communicated to you by the Company) is conditioned on you remaining continuously employed (not serving notice period) by the Company on the date bonus becomes payable.

21.3. In all other matters, which are specifically not covered here, shall be governed by the rules of the Company as shall be in force from time to time.

22. Acceptance:

22.1. The Employee hereby accepts the Employment offered by the Company and agrees to render the services in line with Employment Terms & Conditions described above and in the entire offer letter and agrees to serve the Company faithfully and to the best of the Employee's ability, to devote the Employee's entire business time, energy, and skill to such employment, and to use the Employee's best efforts, skill, and ability to promote the Company's interests. Throughout the employment of the Employee with the Company, the Employee is required to always act in accordance with the Company's Code of Conduct.

22.2. By accepting this offer of employment, you confirm that you have read and understood the Employment Terms & Conditions clearly and you represent to and agree with the Company that the enforcement of the restrictions contained in the Employment Terms & Conditions, specifically related to Non-Disclosure of Confidential Information, Non-Competition, Non-Solicitation, Restrictive Covenant and Intellectual Property Rights are necessary to protect the confidential information, legitimate interests & proprietary rights of the Company. Notwithstanding the foregoing, you further agree that the aforementioned representations would not be unduly burdensome to you, and you will abide by the same at all the times.

22.3. You also agree that the remedy of damages for any breach by you of the provisions of the Employment Terms & Conditions may be inadequate and that the Company shall be entitled to injunctive relief, without posting any bond, and you agree not to oppose granting of such relief on the grounds that the damages would adequately compensate the Company.

22.4. You agree that provisions in relation to confidentiality, non competition, non-solicitation, intellectual property, jurisdiction, restrictive covenant and termination shall survive the termination of this Agreement.

22.5. You agree that if any term, provision, covenant or restriction of this Agreement is held by a court of competent jurisdiction or other authority to be invalid, void or unenforceable, the remainder of the terms, provisions, covenants and restrictions of this Agreement shall remain in full force and effect and shall in no way be affected, impaired or invalidated.

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22.6. No failure or delay on the part of the Company relating to the exercise of any right, power, privilege or remedy provided under this Agreement shall operate as a waiver of such right, power, privilege or remedy or as a waiver of any preceding or succeeding breach by the Company nor shall any single or partial exercise of any right, power, privilege or remedy preclude any other or further exercise of such or any other right, power, privilege or remedy provided in this Agreement all of which are several and cumulative and are not exclusive of each other or of any other rights or remedies otherwise available to the Company under Applicable Law or in equity.

23. **Notices:**

All notices, requests, claims, demands and other communications under this Agreement shall be in writing and shall be deemed given (a) on the date of delivery if delivered personally or by e-mail; or (b) on the fifth business day following the date of dispatch if sent by registered post or a nationally recognized overnight courier (providing proof of dispatch), in each case to the Parties hereto at the following addresses (or at such other address for a party hereto as shall be specified by like notice):

If to the Company:	
Designation of official:	Director
Address:	901-902, Airen Heights, Scheme No. 54, PU 3, Plot no. 13, Indore 45201
E-mail:	vivek@digivalet.com; anil.vijay.vareya@digivalet.com
Phone:	+91 731 6667722; +91 731 6667711
If to the Employee:	
Address:	
E-mail:	
Phone:	

I hereby, accept the offer /employment letter and the Terms & Conditions mentioned therein.

Sign:	Date: ___/___/___	
Name:	Place: Indore	PAN / AADHAR No.

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Service Agreement

(Annexure – B to the offer letter dated 8th February **2023**)

This **Service Agreement** ("Agreement") is executed on the **8th** day of February **2023** between **Paragon Business Solutions Ltd.** having its registered office at 21 BC Meera Path, Dhenu Market, Indore – 452003 (MP) India through its successors and assigns of the one part (herein under referred to as "**the Company**") AND

Mr. Akshay Tiwari (Aadhar No.: 8629 8966 8568) S/o Mr. Rajesh Tiwari, having permanent residence at 22, Nagda Road, Khachrod, Ujjain Pin: 456 224, MP and currently residing at 202, Classic Point, Rajendra Nagar, Indore – 452 012, MP, (hereinafter referred to as "Party-A").

The **Company** and the **Party-A** shall hereinafter be individually referred to as "**Party**" and collectively as "**Parties**".

Whereas on being approached by the Party-A and subsequent discussions with the Party-A, the Company has decided to position the Party-A in the **Projects** department and the Company has issued an offer letter dated **08-Feb-2023** to the Party-A that the Party-A has accepted together with the terms and conditions hereinafter provided in the Agreement.

Whereas Party-A agrees that after joining the Company, he/she shall be receiving training/on-the-job training and orientation by the Company to carry out the work effectively and Party-A also agrees that he/she will be working on certain important and critical engagements which require commitment by Party-A to join the Company on the mutually agreed date and also work for a certain duration, failing which Company shall lose the money and reputation and therefore the Company has asked Party-A to enter into this **24 months service Agreement** for which Party-A has given his consent at its own will, without any pressure and in a normal state of mind.

(Employer) (Party-A)

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Now, the parties hereto are desirous of recording the said terms & conditions:

1. The Agreement period of **24 months** shall commence from the date of this Agreement i.e., **8th February 2023**, and shall end on **7th February 2025**.

2. In case for any reason, Party-A leaves the Company before the completion of the Agreement period of **24 months**, he/she will be under obligation to pay **Rs. 100,000/- (Rupees One Lac only)** to the Company.

3. In case Party-A fails to join the Company by **1st March 2023** or the date stipulated in the offer letter dated **8th February 2023**, then too Party-A will be under obligation to pay **Rs. 100,000/- (Rupees One Lac only)** to the Company, for the expenses borne by the Company in the recruitment process.

4. Party-A shall in the discharge of his/her duties, conform to and comply with all the policies and rules, and regulations of the Company and the Government, and shall not do or cause to be done anything against the interest of the Company.

5. Party-A shall employ himself/herself efficiently, diligently & to the best of his/her ability and shall devote his/her whole time and attention to the said engagements, generally carry out duties and work as assigned to him/her and shall obey and comply with all lawful order and directions given to him/her by the Reporting Manager/ Training Coordinator/ PROJECT MANAGER or his superiors in the Company from time to time and shall honestly, diligently and faithfully serve the Company and use his/her utmost endeavor to promote the interest of the Company.

6. Party-A shall not during the period of this Agreement work directly or indirectly in any trade or business either as Company or partner or advisor or in any other capacity.

7. Party-A shall be just and faithful to the Company in all matters and shall not at any time, except under legal process, divulge any confidential information of the Company to any person whosoever and shall use his/her best endeavors to prevent the publication or disclosure of any trade secret or software development process or any information concerning management decision of the Company or of its dealings, transactions, or affairs which may come to his/her knowledge.

8. If at any time during his/her employment, Party-A is found guilty of misconduct or any willful breach or continuous negligence of the terms of this Agreement or dereliction of the duties and/or instructions given to him/her from time to time by the Company, Training Coordinator, Project Manager or his/her superiors or unsatisfactory performance, the Company may without prejudice to any other action as may be called for and without any notice or payment in lieu of any notice, put an end to the employment of Party-A with the Company. Without prejudice to the above, Party-A shall be deemed to have brought about such a situation by his/her misconduct compelling the Company to put an end to his/her services and Party-A shall, therefore, continue to be liable for all losses/damages to the Company under this Agreement.

9. That the Company shall not ordinarily terminate the services of Party-A during the agreed tenure of 24 **months, except as provided in this Agreement**, but the Company shall do so without any notice if Party-A breaches any of the terms and conditions of the employment contract/letter and any other agreement/ undertaking, etc. signed by Party-A with the Company from time to time or is held guilty of misconduct by the Company. In such a case Party-A shall be liable for the losses/damages caused to the Company as provided in this Agreement. Moreover, the Company has no obligation to continue the employment for a period of 24 months and in case of business restructuring, Company can terminate the services during the period of service Agreement without any obligation to pay any other compensation other than appropriate notice as per the employment contract/letter. The initial period of 6 months shall be treated as an internship period. At the end of such an internship period, there will be a performance evaluation. If the Company finds that performance is not satisfactory, the Company can terminate the agreement and not confirm Party-A in its employment.

(Employer) (Party-A)

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10. That Party-A shall not leave the service of the Company until the completion of the agreed period of 24 months. If he/she leaves services in breach of this Agreement, the following conditions shall apply.

A. That Party-A shall pay an amount of **Rs. 100,000/- (Rupees One Lac only)** to the Company as liquidated damages for premature termination of the Agreement and for losses/ damages incurred by the Company on account of Party-A's training, development, and upskilling and additionally an amount towards shortfall of notice period as stipulated in Annexure-A to the Offer / Employment Letter (mentioned in the recital). The said amount has been mutually agreed to by and between the parties considering the circumstances of the case and all the facts including the fact that the loss that will be suffered by the Company on this account may not be ascertainable in terms of money. It shall not be open to Party-A, in the event of any claim being made against him/her under this Agreement, to plead that the amount of damages is excessive or that it was tantamount to penalty, or that it is otherwise irrecoverable according to law. In the event of Party-A fails to continue in the Company's employment for a minimum period of **24 months**, Party-A shall pay to the Company such sum of **Rs. 100,000/- (Rupees One Lac only)** within 30 days of service of notice given to Party-A by the Company. Any amount remaining unpaid after a period of 30 days shall bear an interest of @15% per annum.

B. That in addition to the liquidated damages, Party-A shall pay to the Company as specific damages, a sum of money, computed as damages actually suffered and attributed directly or indirectly including all legal expenses incurred by the Company to recover the said damages, to the premature termination of Agreement at the instance of Party-A by his/her leaving the service of the Company due to misconduct or otherwise, before the completion of the tenure specified herein earlier.

C. That Party-A shall not take up whole-time or part-time employment with any other Company engaged in the similar Domain/Product, for a period of **1 year** from the date of this Agreement even if he/she leaves the services of the Company after paying liquidated damages and fulfilling all conditions as stipulated in this Agreement.

D. That for the purpose of this Service Agreement, any transfer of Party-A within group companies (i.e., any holding or subsidiary Company) will not be treated as leaving of services of Company and thus in such event, Party-A will have no obligation for payment of an amount of **Rs. 100,000/- (Rupees One Lac only)** to the Company as liquidated damages for premature termination of the Agreement.

E. In case of any dispute arising between the parties regarding the employment, same shall be subject exclusively to the jurisdiction of the courts in Indore and governed by and construed in accordance with the Indian Laws, without regard to its conflict of law provisions.

11. If any term, provision, covenant, or restriction of this Agreement is held by a court of competent jurisdiction or other authority to be invalid, void, or unenforceable, the remainder of the terms, provisions, covenants, and restrictions of this Agreement shall remain in full force and effect and shall in no way be affected, impaired, or invalidated.

12. Notices. All notices, requests, claims, demands, and other communications under this Agreement shall be in writing and shall be deemed given (a) on the date of delivery if delivered personally or by e-mail; or (b) on the fifth business day following the date of dispatch if sent by a nationally recognized overnight courier (providing proof of dispatch), in each case to the Parties hereto at the following addresses (or at such other address for a party hereto as shall be specified by like notice), provided that, should any such delivery be made by e-mail, the sender shall also send a copy of the information so delivered on or before the next business day by a nationally recognized overnight courier.

If to the Company:	
Designation of official:	Vivek Kamani
Address:	901-902, Airen Heights, Scheme No. 54, PU 3, Plot no. 13, Indore 452010, MP, India.
Email:	vivek@digivalet.com
Phone:	+91 731 6667722

(Employer) (Party-A)

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If to Party-A:	
Address:	Permanent Addr: 22, Nagda Road, Khachrod, Ujjain Pin: 456 224, MP Current Addr: 202, Classic Point, Rajendra Nagar, Indore – 452 012, MP,
Email:	akshaytiwari2101@gmail.com
Phone:	+91 89825 05767

The parties have signed this Agreement and have thereby provided the consent to the terms and conditions of this Agreement in a good health and working condition with a free state of mind.

IN WITNESS WHEREOF the parties hereto have set their hands to this Agreement on the day, month, and year first above written.

Sign		
Name	Vivek Kamani	**Akshay Tiwari**
PAN/Aadhar #	ACWPK7198K	8629 8966 8568
	(Employer)	(Party-A)

Witnesses: **(Full Name and address)**

WITNESS 1	
Sign	
Name	
Address	
Contact No.	

WITNESS 2	
Sign	
Name	
Address	
Contact No.	

(Employer) (Party-A)

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REDIXWEB TECHNOLOGY - ANJALI SHARMA

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Indore Institute of Science & Technology Placement Cell

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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi842@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

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SKILLISH - ANUJ KARMA

Indore Institute of Science & Technology IQAC INDORE
Indore Institute of Science & Technology
Indore Institute of Science & Technology Placement Cell

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We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-77

02/03/2023

Attach / Paste
Your Photo Here

Dear **Anuj Karma**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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APPALTO ELECTRONICS - ARPIT SARATHE

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Institute of Science & Technology, Indore Placement Cell

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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Congratulations, Welcome to Appalto Family!

1 message

Jaya Chundawat <hr3@appalto.in> Tue, Apr 25, 2023 at 11:25 AM
To: "asarathe1@gmail.com" <asarathe1@gmail.com>
Cc: "kundan.bhavsar@indoreinstitute.com" <kundan.bhavsar@indoreinstitute.com>

Dear Arpit,
Greetings!!

Appalto Electronics Pvt. Ltd. is excited to bring you on board as **Jr. Engineer - Sales.**
We're just a few formalities away from getting down to work. We expect your **Date of Joining - 15th May 2023 .**

We would like to initiate the **on-boarding process** with your response by sharing the **acceptance mail.**
For onboarding process, kindly find attached document checklist. You have to bring photocopies + originals for verification of those mentioned documents in checklist.

In the meantime, please feel free to contact me, if you have any questions.
We are all looking forward to having you on our team.

Best Regards,

appalto
appalto electronics pvt. ltd.
(an ISO 9001:2015 certified company)

Jaya Chundawat
Executive - HR
Phone : +91 731 4780838
Address : 22-23-24, Electronic Complex, Pardeshipura, Indore - 452010 (M.P.), INDIA
Web : www.appalto.in

The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

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Document Check List 2023.pdf
57K







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GEMS ESSENCE - BHARAT YADAV







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Biplab Dey <biplab.dey@indoreinstitute.com>

INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Simran Rathore <simran.rathore@gemsessence.com> Tue, Mar 21, 2023 at 2:57 PM
To: Biplab Dey <biplab.dey@indoreinstitute.com>
Cc: HR <hr@gemsessence.com>, Admin <admin@gemsessence.com>

Dear Mr. Biplab sir,

Greetings from Gems Essence!!

These students are selected in Campus Drive. I mentioned their name & package. Please let me know the final students' names of those who are joining us.
Pankaj Porwal -- 3.9 lpa
Keeti Chouhan -- 2.15 lpa
Ritik More -- 2.65 lpa
Pooja Pal -- 2.65 lpa
Bharat -- 2.15 lpa

These are the rest of the students' records.

Vishal Soner -- We give him a second chance, when he prepares himself, he can reapply.
Dhaval Verma -- He was selected, but he declined to join as he has an offer from TCS.
Deepak Solanki -- Rejected
Aayushi Kumari Singh -- She is selected, but in an interview she told us she only came to motivate his/her friend.

Thanks and Regards
Simran Rathore
Senior HR
Gems Essence Infotech Pvt. Ltd.
9039947343/9039937343

[Quoted text hidden]







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CONSULTADD - DEEPAK SURYAWANSHI

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology IQAC INDORE

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OFFER OF EMPLOYMENT

Name – Mr. Deepak Suryawanshi **7th June, 2023**

Consultadd Services Private Limited is delighted to offer you a position as **Management Trainee Engineer.** Wetrust that your knowledge and skills will be among our most valuable assets, and we hope you will enjoyyour role and make a significant contribution to the success of the company.

Remunerations

If you decide to join us, the company will pay you an **Annual Compensation Package of INR 5,00,000 Lakhs per annum** (INR Five Lakhs only per year) with a next due increment on Jan 2024.The salary details are in enclosed annexure.

Appointment

The location of job is **Pune, Maharashtra** and date of commencement would be, **Friday, 2nd June 2023.** The work timings will be Night Shift. You may be required to work reasonable additional hours or different shifts when necessary to perform your duties.

Please bring following documents with copies while reporting,

- All mark sheets and certificates of SSC, HSC, degrees.
- Identity Proof (Driving License, Voter ID, PAN Card, Passport)
- Address Proof (Driving License, Passport, Aadhar Card)
- Passport size photo

Your appointment is subject to your acceptance of offer. Please note, your offer will be at the discretion of the company which means the company may terminate your offer at any time, based on performance. Notice period of 15 days is mandatory at the time of resignation. The offer is subject to acceptance of appointment.

Mansi Pagey
HR Generalist
Consultadd Services Pvt Ltd.

CONSULTADD SERVICES PVT. LTD. PUNE

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Personal & Confidential Appendix to offer of employment

Compensation and Benefits

Name – Mr. Deepak Suryawanshi

Cost to Company- INR 5,00,000/-

Per Month with PF Celling			Per Month without PF Ceiling		
Annual Salary	**500000**		**Annual Salary**	**500000**	
Part A	**Per Month**	**Annual**	**Part A**	**Per Month**	**Annual**
Basic Salary	16667	200000	Basic Salary	16667	200000
House Rent Allowance	6667	80000	House Rent Allowance	6667	80000
Medical Allowance	1250	15000	Medical Allowance	1250	15000
Meal Allowance	2200	26400	Meal Allowance	2200	26400
Leave Travel Allowance	5000	60000	Leave Travel Allowance	5000	60000
Special Allowance	7883	94600	Special Allowance	9883	118600
Total (A-B)	39667	476000	**Total**	41667	500000
Part B			**Part B**		
PF Contribution (Employer Contribution)	2000	24000	PF Contribution (Employer Contribution)	0	0
Part C			**Part C**		
Deduction			**Deduction**		
Professional Tax	208	2500	**Professional Tax**	208	2500
Employee PF	2000	24000	**Employee PF**	0	0
Net Pay (A-C)	37459	449504	**Net Pay (A-C)**	41459	497504

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Notes:

1. Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be furthersubject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governedby the Company's policy.
2. The allowance/benefits are subject to the condition that these will be provided at no additional cost to the company. If any perquisite value is applicable to any of these allowances/ Benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable, inaccordance with the tax laws.
3. Employee agrees that he/she may be held financially liable for lost or damaged property. Employee also agrees that failure to return equipment/s will be considered theft and may lead to criminal prosecution by company.

CONSULTADD SERVICES PVT. LTD. PUNE

For Consultadd Services Private limited

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Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - JAYA CHANDRAVANSHI







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-36

01/03/2023

Attach / Paste
Your Photo Here

Dear **jaya chandravanshi**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

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AVIZVA - LIPIKA DEBNATH







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AVIZVA

Letter of Intent

Date: 6th December 2022

Lipika Debnath

Dear Lipika

Congratulations! You have been selected to join AVIZVA Solutions Private Limited, as an **Associate Trainee. This Letter of Intent is subject to your successful completion of the course.**

As an Associate Trainee, you would undergo 8 - 12 weeks of a guided technical training program. You would be paid an annual compensation of INR 6,00,000. Your initial place of posting will be **Gurugram.**

Further, we request you to carefully read through following annexes.

- Annexure - 1 : Annual Compensation Structure
- Annexure - 2 : Terms & Conditions of Employment

As per our discussions, we feel your ideas & skills will add value to our Organisation. Your estimated date of joining will be **July 2023**. We will confirm the same to you at-least 15 days prior to your joining. You are requested to acknowledge and send an acceptance of the offer over an email latest by Wednesday, 7th December 2022. We will be glad to help you with any further details or clarifications that you may require.

We look forward to welcoming you at AVIZVA.

Sincerely,

Anukampa Dubey
Senior Manager - Talent Acquisition
AVIZVA SOLUTIONS PRIVATE LIMITED

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Please note that this offer is valid up to 15 days from the date of issue and subject to positive background verification.

Indore Institute of Science & Technology Placement Cell

AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AVIZVA

Annexure - 1 : Compensation Structure

Date: 6th December 2022

Compensation & Benefits Statement	
Name of Employee	Lipika Debnath
Date of Joining	July 2023
Job Title	Associate Trainee
Location	Gurugram

	Component	Annual Amount (INR)	Monthly Amount (INR)
PART - 1 : Base Salary			
1	Basic Salary	240,000	20,000
2	HRA	144,000	12,000
3	Flexible Component	194,400	16,200
4	PF Employer Contribution	21,600	1,800
	Total Part - 1	**600,000**	**50,000**
PART - 2 : Retiral Benefits			
5	Gratuity (See note 1 below)	0	0
	Total Part- 2	**0**	0
	Total CTC (Part -1+2)	**600,000**	**50,000**

Options for Flexible Components

	Component	Annual Amount (INR)	Monthly Amount (INR)
A	Telephone Expenses	12,000	Rs 1,000 per month (Non Taxable)
B	Home Internet	18,000	Rs 1,500 per month (Non Taxable)
C	Leave Travel Allowance	20,000	One month's Basic Salary (Non Taxable)
D	Sodexo meal voucher	26,400	Rs 2,200 per month (Non Taxable)
E	Special Allowance	118,000	Balancing Figure (Taxable)
	Total Of Flexible Components	**194,400**	

Notes :-

1. Gratuity : The eligibility of this benefit is only on or after 5 years of employment with Avizva
2. Medical Insurance Cover for Rs. 8,00,000/- (covering self, spouse and 2 kids)*
3. Maternity cover up to Rs. 1,50,000/- *
4. Term Insurance- As per the applicable category listed below *
   - Category 1 - Associate Trainee, Associate L1 & L2 : Sum Insured - INR 25 Lacs
   - Category 2 - Senior Associate L1 & L2 : Sum Insured - INR 40 Lacs
   - Category 3 - Manager/Senior Manager L1 & L2 : Sum Insured - INR 60 Lacs
   - Category 4 - Director & Above . Sum Insured - INR 1 Crore
5. Co shared parking facility where Organisation pays 50% of the parking charges.*

*Company reserves the right to revise the terms and conditions as per discretion of management.

Institute of Science & Technology, Indore ★ Placement Cell

Anukampa Dubey
Senior Manager- Talent Acquisition

Institute of Science & Technology ★ INDORE

Institute of Science & Technology ★ IQAC ★ INDORE

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DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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Annexure - 2 : Terms & Conditions of Employment

1. Your employment with the Company is subject to:
   1.1. The accuracy of the testimonials provided by you;
   1.2. Your being free from any contractual restrictions preventing you from being employed with the Company from mentioned date of joining

2. You shall be entitled to Salary and Allowance as per the Annexure – 1 attached

3. You will be entitled to the benefits of Provident Fund, Gratuity and other statutory benefits as applicable as per terms stipulated in the respective schemes

4. As per the Company policy, you will be entitled for Performance Bonus defined in your compensation structure. The Performance Bonus is paid out to an individual who is an active employee of the Company on payout date

5. Your initial place of work will be **Gurugram**. However, your services are transferable, and can be seconded or deputed by the Company to :-

   5.1. Any operation in India and Abroad; whether existing as on date of your appointment or to be established thereafter at the option of the Company
   5.2. Any operation in India And Abroad under the management and/or ownership of Company, including any joint venture in which company is a participant or to any subsidiary or associate

6. You will be entitled to festival & national holidays and leaves as per the leave guidelines of the Company. You can avail the entitled leaves between 1st January - 31st December each year.

7. You can avail the entitled leaves between 1st April - 31st March each year on a financial year basis.

8. **Probation Guidelines:**

   8.1. You will serve a minimum probation period of six months from the date of joining the Company. The Company reserves the right to extend the Probation period in the event that your performance is not up to the expectation and/or as per any specifications/instructions or evaluation criteria of the Company
   8.2. During the period of Probation, your services are liable to be terminated by either party at any time without cause, including the extended period of Probation, if any, with one month's notice. The decision with respect to such release will be subject to Company discretion based on parameters that relate to hand over of charge/responsibilities and completion of exit formalities

9. **Recovery of Training Costs:**

The organisation is bearing the cost of imparting basic technical training to its employees. The tenure of the training is allocated as maximum of 12 weeks from the date of joining of the employee. Such training is beneficial for the skill enhancement of the individual hence a value addition for the employee.

In the event of resignation / separation of the employee within the one year from date of joining, the employee hereby unconditionally agrees to refund the entire cost of the training to the organisation.

REPAYMENT FRAMEWORK

Training Period	Total Cost of training to the company
8 - 12 weeks from date of joining	INR 1,75,000/-

* *All costs specified in the course framework above are in Indian National Rupees (INR) and exclude applicable taxes.*

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Indore Institute of Science & Technology INDORE

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DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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10. Performance Of Duties:

10.1. You will report to the person as nominated by the Company at the time of your joining

10.2. On the evaluation of your capabilities by the Company and on the Company's discretion you will be assigned or advised or specified the duties, responsibilities and obligations (hereinafter mentioned as Duties and Responsibilities) that you shall be required to perform for the Company. Such Duties and Responsibilities will be assigned or advised or specified to you from time to time by the Company's management or your supervisors

10.3. You shall at all times, be required to carry out the duties and responsibilities assigned or advised or specified to you by the Company, or your supervisors, with integrity, faithfully and diligently and in compliance with the Company processes, policies and procedures, endeavouring to the best of you ability to protect and promote the interests of the Company at all times

10.4. You shall not, during the term of your employment, except with the prior written permission of the Company, engage directly or indirectly, whether part-time or full time, in any other business, occupation activities, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests. It is clarified that such written permission as mentioned herein does not create any right in your favour or obligation on the Company to provide the said permission to you. It is further clarified that wether to grant or not grant such written permission as mentioned above, shall be on the sole and exclusive discretion of the Company.

10.5. You shall use the office of the Company and any Company asset only and solely for rendering such services for which you have been appointed including without limitations for rendering the duties and responsibilities that may be specified to you from time to time. You shall have no right to retain or copy any Company material (whether in soft or hard form) or information. You shall not enter into any contracts, commitments or other undertakings on behalf of the Company, without the prior written consent and specific authority of the Company

10.6. It is your responsibility to ensure safekeeping of the Company assets provided to you. The usage of the same should be as per the Company policy and process. Upon terminating your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control

11. Performance Appraisal & Bonus Guidelines

11.1. You will be eligible for Performance Review if you have joined on or before 31st July of the assessment year

11.2. Revised role, title & compensation, if any, will be effective from 1st April of the Appraisal year

11.3. Appraisal Year : The year in which appraisal process is initiated and completed (for the assessment year gone by), usually between 15th January - 15th April

11.4. Assessment Year : The calendar year for which performance evaluation is being done, 1st January - 31st December

11.5. Final Performance Rating : Based on evaluation, you will be given one of the following final performance rating:

- 1 - Not Meeting Expectations
- 2 - Sometimes Meeting Expectations
- 3 - Meeting Expectations
- 4 - Exceeding Expectations

11.6. Bonuses are dependent on:

- Company's financial performance during the assessment year
- Individual's final performance rating for the assessment year

11.7. Based on above criteria you will be eligible to receive 0% - 100% of the bonus component defined in your compensation structure

11.8. If you joined after 31st July of the assessment year and are not eligible for Annual Performance Appraisal Process, your bonus will be :

11.9. • Based on your performance so far
• Calculated on a pro-rata basis from your date of joining to 31st March of the appraisal year

11.10. Compensation & Bonus announcements take place between 30th April - 30th June of the Appraisal Year. Any delays shall be communicated before 15th of June each year

11.11. Upon joining you may refer to the Performance Appraisal & Bonus Policy for more detailed information

Placement Cell

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12. Your services may be terminated at any time by either side, giving two month's notice in writing, or payment of CTC (Cost to Company) in lieu thereof subject to manager's approval and satisfactory handover of responsibilities. The Company may immediately terminate your services without any compensation or notice thereof, if you are in moral breach of your responsibilities. Please note that your release from the Company shall be subject to your completing the exit formalities with the Company and returning all Company assets

13. After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you

14. Upon termination of your employment with the Company for any reason, you shall return to the Company any keys, credit cards, passes, material, assets, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing confidential information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/materials/property/Confidential Information in your custody have not been properly handed over by you to an authorised representative of the Company

15. In addition to all the rights of the Company provided for in tis agreement and under law, the Company may terminate your employment forthwith with immediate effect without any notice, pay or compensation payout whatsoever in any of the following circumstances, without any:

    15.1. Breach by you of any of the terms of this agreement
    15.2. Unauthorised absence beyond a period of seven (7) consecutive working days
    15.3. Inability to perform your duties beyond a period of forty five (45) days, whether on medical grounds or any other grounds. (Exceptions may be applicable as per Company policies)
    15.4. Physical or mental incapacitation to perform your duties
    15.5. Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto
    15.6. Commission of any act detrimental to the interest of the Company
    15.7. Commission of any act of moral turpitude
    15.8. Misconduct
    15.9. Conviction in any court of law for the commission of any crime
    15.10. If due to any of your acts and omissions, the background verification results does not satisfy the Company requirements

16. You will retire from the service of the Company on attaining the superannuation age of 58 years. An extension may however, be given at the discretion of the management. You may be retire earlier if found medically unfit

17. You are required to comply with all the Company's processes and policies, which can be amended from time to time and comply with the Company's lawful and reasonable instructions including operational/technical specifications/instructions provided to you by your supervisors. Any amendment or modification thereto shall be binding on you

18. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination without any notice, pay or compensation payout whatsoever

19. You shall communicate to the Company any change in your address as well as personal status. All communication sent to you in the normal course to the address given by you shall be deemed to have been received by you.
20. You confirm that you have disclosed fully to the Company all of your business, interests whether or not they are similar to or in conflict with the business(es) or activities of the Company, and all circumstances in respect of which there is or there might be, a conflict of interest between and you or any immediate relative. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment immediately upon such interest or circumstances arriving

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AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - B, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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21. Confidentiality:

21.1. The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise rates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other party, unless so authorised by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the "Non Disclosure Agreement" of the Company

21.2. The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorised person, either during or after your employment with the Company, for any person any information about the interest of business of the Company or any affiliated companies. You shall not communicate to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company except with prior approval of the management. Any invention, development, process, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary, technology or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way effecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company

21.3. You undertake not to make copies or duplicates of any Confidential Information or other sensitive property/ materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business. Employee shall not make copies of any of the work products or the services or information during the employment without prior written express approval of the authorised signatory of the Company as such work products of the services/information shall constitute proprietary, confidential and/or copyrighted information of the Company. Any additions to and or improvements made in relation to such information, during the employment shall constitute "work for hire" under the Indian Copyright law, the ownership of which shall vest with the Company

21.4. You shall keep strictly confidential, details of you salary and employment benefits within and outside the Company

21.5. You agree and confirm that the terms and conditions of this Clause 13 shall survive the termination or discontinuation of your services with the Company

22. Any breach of Company's policies or procedures, terms of this agreement, failure to attain or maintain satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and may call for immediate termination.

23. Any additional benefit (Relocation expense reimbursement, notice period buyout or joining bonus) is fully recoverable in case of voluntary exit within one year of joining.

24. Maternity benefit as per The Maternity Benefit (Amendment) Act and AVIZVA Leave policy.

Please note : On the day of your joining, you will be required to sign the on each page of the annexure, as a token of your acceptance of the terms and conditions set out herein. Upon your signature and return to us, this Appointment Letter will be treated as an employment agreement and the terms and conditions of this agreement shall govern your employment with the Company. Time to time, some changes may be brought in to the mentioned terms & conditions, such changes will be notified to all employees by the People Experience function at AVIZVA.

We look forward to welcoming you at AVIZVA!







AVIZVA SOLUTIONS PRIVATE LIMITED
Building No. 14, 16th Floor, Tower - D, DLF Cyber City,
DLF Phase 3, Sector - 25A, Gurugram - 122002, Haryana
+91 124 4831550, www.avizva.com

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AMAZON - NURENDRA MALVI

Rohit Inani <corporate.relations@indoreinstitute.com>

Amazon Campus Drive-Work From Home-Customer Service Associate-MP 2023

Rohit Inani <corporate.relations@indoreinstitute.com> Fri, Mar 3, 2023 at 2:42 PM
To: "Jha, Mitali" <mitaj@amazon.com>

Dear Mitali,
Thank you for the selections.
As informed by you following students are offered LOI

1. Raghavraj Patil (BE CS)
2. Shivam Tiwari (MBA)
3. Rahul Kashyap (BE CS)
4. Nurendra Malvi (BE EC)
5. Jahanvi Raikwar (BE CS)
6. Jigyasa Kothari (MBA)
7. Rounak Patidar (BE CS)

Please acknowledge the same.

Regards

[Quoted text hidden]



image001.png
122K

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

SKILLISH - RAHUL ALATRE

Indore Institute of Science & Technology

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-48

01/03/2023

Attach / Paste
Your Photo Here

Dear **Rahul Alatre**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____
(Candidate's Signature)

DATE:

Institute of Science and Technology IQAC INDORE

Institute of Science & Technology INDORE

Placement Cell

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Indore Institute of Science and Technology IQAC

Indore Institute of Science & Technology

Indore

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REDIXWEB TECHNOLOGY - ROHIT KUMAR







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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or que

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

LEARNING ROUTES - ABDULLAH KHAN

Indore Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology INDORE

LEARNING ROUTES

Offer Letter

Date: 27/02/2023

Dear **Abdullah Khan,**

With reference to your application, we are pleased to offer you an employment opportunity with Learning Routes Pvt Ltd on mutually agreed terms and conditions.

The details of the offer are provided below:

Designation : Sales Associate
Location : Yet to be assigned
Tentative DOJ : June, 2023

We are confident that you would play a pivotal role in strengthening the team.
This offer is being made to you on the following terms and conditions:

SALARY

1. Your cost to the Company shall be **5.70 LPA** per annum.
2. In Hand Salary – **27000/- p.m.**
3. Detailed structure is as mentioned below:

Cost to the Company: Annexure -A

Fixed Component	Monthly	Yearly
Basic	10800	129600
House Rent Allowance	8100	97200
Conveyance Allowance	2160	25920
Medical Allowance	1620	19440
Special Allowance	4320	51840
Gross Total (A)	**27000**	**324000**

Variable Components	Monthly	Yearly
Salary Revision (Payable post the completion of monthly targets during probation period)	3000	18000
Incentives	12000	144000
Performance cum Continuity Bonus	1500	18000
Punctuality Bonus	1000	12000
DTA (Meeting Travel Allowance)	4500	54000
Total (B)	**22000**	**246000**

COST TO COMPANY(A)+(B)	49000	570000

Indore Institute of Science & Technology, INDORE

Indore Institute of Science & Technology, INDORE LOAG

Indore Institute of Science & Technology, Indore Placement Cell

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4. This offer is provisional in nature and the detailed appointment letter shall be provided to you on joining subsequent to satisfactory completion of the joining formalities.

5. 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.

6. You will be on probation for a period of Six months, which may be extended further at the discretion of the Company.

7. Employment is subjected to Document Verification.

8. This offer of appointment is valid until **15th March, 2023** for acceptance. If we do not hear from you by **15th March, 2023**i.e. the date on which validity of the offer expires, this offer shall be treated as withdrawn.

9. Employment is subjected to Training Clearance.

10. During probation, you will be required to serve 30 days' notice or pay 30 days' Gross salary in lieu of notice. Post confirmation, your appointment can be discontinued by either party by serving 45 days' notice or by payment of 45 days' Gross salary in lieu of notice.

11. Your services are transferable anywhere in India, at any time, as per the business requirements

12. If you accept the above, you are required to produce the following documents on the date of joining:
    - PAN Card
    - Aadhaar Card
    - Certificates & mark sheets of Highest educational qualification
    - Salary slips for Last Three Months
    - Resignation Acceptance Letter of current company
    - Two Passport Size Photographs
    - Cancelled Cheque – Bank Details

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13. You hereby authorize the Company or any external agency appointed by the Company to verify:
    a) Education
    b) Employment
    c) Conduct other background checks prior to your joining the Company or thereafter.

    Your appointment is contingent upon successful completion of the background check and the Company reserves the right to end your employment should the results of your background investigation be negative

14. The management also reserves the right to withdraw the said offer in case you are found medically unfit.

Thanks & Regards,
Ishita Mahajan
Sr. Manager- Human Resource
+91 9773838585

Acceptance Letter

I, having gone through the terms and conditions of the service being offered to me hereby, pleased to accept the offer after agreeing fully to the terms.

Signature-

Date-

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TCS - ABHAY SINGH RAHANGDALE







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Offer: Computer Consultancy
Ref: TCSL/DT20223018198/Mumbai
Date: 01/10/2022

Mr. Abhay Singh Dalendrasingh Rahangdale
Vashu Pujya Apartment Flat No. 201 Silicon City Indore Madhya PradeshSilicon City Vashu Pujya Apartm
Silicon City Vashu Pujya Apartment Flat No.201,
Indore-452012,
Madhya Pradesh.
Tel# -7247563007

Dear Abhay Singh Dalendrasingh Rahangdale,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2100 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Indore Institute of Science & Technology IQAC INDORE
Indore Institute of Science & Technology Placement Cell
Indore Institute of Science & Technology INDORE
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CODE CAFFEINE - ABHISHEK CHOUDHARY







Rohit Inani <corporate.relations@indoreinstitute.com>

Congratulations on Your Selection as Fullstack Developer Trainee!

admin@codecaffiene.com <admin@codecaffiene.com> Tue, Apr 11, 2023 at 4:02 PM
To: abhishekrchoudhary2219@gmail.com
Cc: corporate.relations@indoreinstitute.com

Dear Abhishek,

We are excited to announce that you have been selected as a Fullstack Developer Trainee in the campus drive conducted by Codecaffiene Technonlgies Pvt Ltd at IIST Indore! Congratulations on this well-deserved achievement!

Your technical skills, coding prowess, and enthusiasm for software development have stood out among the applicants, and we are thrilled to have you join our team. We believe that you will contribute significantly to our projects and bring fresh perspectives to our organization.

As the next step in the hiring process, we would like to invite you to our office for the final HR round on Friday, 14, at 3:30PM. This will be an opportunity for us to discuss further details about your role, responsibilities, and compensation, as well as address any questions or concerns you may have. Please come prepared with any necessary documents or information, including your resume, identification proof, and any other relevant details.

We understand that this is an important moment in your career, and we assure you that our HR team will do their best to make the process smooth and transparent. We value your time and effort, and we are committed to providing you with a positive experience during the recruitment process.

Once again, congratulations on your selection as a Fullstack Developer Trainee at our organization. We look forward to meeting you in person on Friday and welcoming you to our team!

If you have any questions or need any further information, please do not hesitate to reach out to us.

Best regards,

HR Department

Codecaffiene Technologies Pvt Ltd

Indore Institute of Science & Technology INDORE

Indore Institute of Science and Technology IOAC INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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EXTENTIA - AMAN GUPTA

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Extentia - Congratulation! Date of Joining

aman gupta <gamansantosh811@gmail.com> Thu, Jul 20, 2023 at 12:21 PM
To: biplab.dey@indoreinstitute.com

Extentia date of joining confirmation

---------- Forwarded message ---------
From: **Priyanka S. Gawali** <Priyanka.S.Gawali@extentia.com>
Date: Fri, Apr 21, 2023, 11:53
Subject: Extentia - Congratulation! Date of Joining
To: gamansantosh811@gmail.com <gamansantosh811@gmail.com>
Cc: Talent.ExperienceHR <Talent.ExperienceHR@extentia.com>

Hi Aman,

Greetings from Extentia!

Congratulations! We would like to confirm your joining date as **Friday, September 1, 2023**. Next week you will receive a contract specifying this.

As step 1 of onboarding, we have already onboarded you on this portal - https://www.apprenticeshipindia.gov.in/. In case you haven't been onboarded on this let us know. We are confident that you will be able to make a significant contribution to the success of Extentia Information Technology Pvt. Ltd. and we look forward to working with you.

Note: We will soon add you to the WhatsApp group of your respective month's joining and remove you from the current groups (if you have been already added) to avoid confusion.

Please let me know if you have questions.

Regards,

Priyanka

Extentia is proud to be a member of the Merkle and dentsu family.
Our Privacy Policy | Unsubscribe







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SKILLISH - ANJUMAN VARSEE







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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ARJCS5615A

SKILLISH 23-108



09/03/2023

Dear **Anjuman Varsee**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: Anjuman Varsee DATE: 09/03/23
(Candidate's Signature)

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Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship) Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month

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- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).

- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.

- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.

- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

- You will observe all policies and practices governing the conduct of our business and employees.

- Official communication either within the company or outside the company should be through the company E-mail of your manager only.

- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: Anjuman Varsee DATE:09/03/23
(Candidate's Signature)

Aadhar Number: 462481505989

PAN Number: CDPPV1485G

Beneficiary Name: Anjuman Varsee

Bank Name: State Bank of India

IFSC code: SBIN0030007

Account no:39656689518

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

BYJU'S - ANKUR HARDIA

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Biplab Dey <biplab.dey@indoreinstitute.com>

BYJUS CAMPUS DRIVE RESULT 2023 - Indore Institute of Science &Technology (IIST)

Byjus Campus <campus@byjus.com> Fri, Mar 3, 2023 at 11:10 AM
To: biplab.dey@indoreinstitute.com
Cc: Arun Kumar C P <arun.kumar@byjus.com>, Devashish Pundlik <devashish@byjus.com>, Parikshit Kochhar <parikshit.kochhar@byjus.com>, keerthana sudheer <keerthana.sudheer@byjus.com>



Hello

Greetings from Byju's.

Please find below the result for the drive held at IIST.

A total of 5 students have been selected at BYJU'S – The Learning App.

Candidate Name	Email ID	Campus Name	Expected Internship Joining date
Garima Vyas	garimavyas29@gmail.com	IIST	10th March 2023
Ankur Hardia	Ankurhardia4@gmail.com	IIST	10th March 2023
shivank pateriya	shivankpateriya03@gmail.com	IIST	10th March 2023
Anshika Gupta	guptaanshika962@gmail.com	IIST	10th March 2023
Sayyed Dayaan Ali	Sayyeddayaanali@gmail.com	IIST	10th March 2023

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail IDs.

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Details on final role location will be shared within 1-2 days. Meanwhile please ensure that the candidates are **registered in the mention portal within the next 24 hours**.

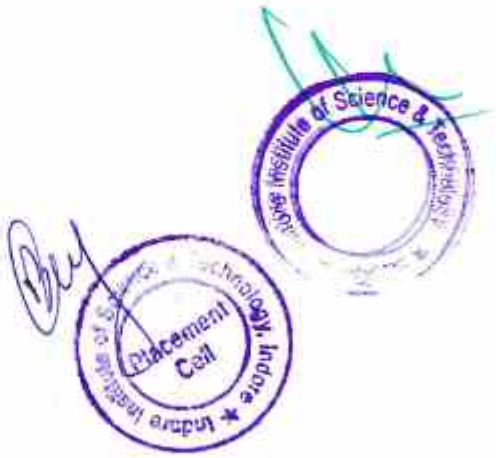
Portal Registration Link https://career10.successfactors.com/sfcareer/jobreqcareerpvt?jobId=15454&company=thinkandle&st=678B85E30E0AF6BC33134F0FCDA43891E007F911

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

STEPS TO REGISTER.docx
14K





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ACCENTURE - ANNAPOORNA SINGH

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Strictly Private and Confidential

Date: 08/21/2023

Annapoorna Singh

C12170685

31/290, Behind Poonam Bhawan, Street no. 2, Dhawari, Satna, Madhya Pradesh - 485001

9589209761

Dear **Annapoorna Singh,**

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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EXTENTIA - AYUSH GAIKWAD

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Extentia - IIST Indore Campus Drive

Amisha Walvekar <Amisha.Walvekar@extentia.com> Thu, Oct 20, 2022 at 10:26 AM
To: "Priyanka S. Gawali" <Priyanka.S.Gawali@extentia.com>, Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>, Himani Bhoir <Himani.Bhoir@extentia.com>, Rakesh Pandey <rakesh.pandey@indoreinstitute.com>, Biplab Dey <biplab.dey@indoreinstitute.com>, Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>, Shreyas Kharat <Shreyas.Kharat@extentia.com>

Hi Sohan,

We would like to inform you that we have 9 SS selects, offers will be released soon:

#	Email Address	Name	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Select
2	keertichouhan68@gmail.com	Keerti Chouhan	Select
3	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Select
4	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Select
5	ershreyapura@gmail.com	Shreya Pura	Select
6	palp7645@gmail.com	Pooja Pal	Select
7	avadhesh20014@gmail.com	avadhesh yadav	Select
8	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Select
9	sakshipatel042001@gmail.com	Sakshi Patel	Select

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Current Pipeline:

#	Email Address	Name	Status
1	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Couldn't clear Round 5 - Technical Interview
2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Couldn't clear Round 5 - Technical Interview
3	ishank.y30@gmail.com	Ishank Yadav	Couldn't clear Round 5 - Technical Interview
4	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Couldn't clear Round 5 - Technical Interview
5	aditi06chourasia@gmail.com	Aditi Chourasia	Couldn't clear Round 5 - Technical Interview
6	shrutive01@gmail.com	Shruti verma	Couldn't clear Round 5 - Technical Interview

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7	somwanshishrey175@gmail.com	Shrey Somwanshi	Couldn't clear Round 5 - Technical Interview
8	nileshpanwar282@gmail.com	Nilesh panwar	Requested to fill application form
9	harshitakashyap00987@gmail.com	Harshita Kashyap	Requested to fill application form
10	engr.anujkarma@gmail.com	Anuj karma	Requested to fill application form
11	harshitameena121@gmail.com	HARSHITA MEENA	Interview scheduled today
12	mr.vsk721@gmail.com	Vivek Mahajan	Interview scheduled today
13	debnathlipika646@gmail.com	Lipika Debnath	Interview will be scheduled soon
14	ayushij1304@gmail.com	Ayushi Jain	Interview will be scheduled soon

Regards,

Amisha Walvekar

From: Amisha Walvekar
Sent: 29 September 2022 12:53
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>; Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive

Hi Sohan,

We have 2 SS selects, offers will be released soon.

#	Your Email Address	Name	Branch	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Information Technology	Select
2	avadhesh20014@gmail.com	avadhesh yadav	Computer Science	Select

Current Pipeline:

#	Your Email Address	Name	Branch	Status
1	sayyeddayaanali@gmail.com	Sayyed Dayan Ali	Information Technology	Couldn't clear last round

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TCS - DEVERSHI VASHISTHA

Offer: Computer Consultancy
Ref: TCSL/DT20223090953/Mumbai
Date: 21/09/2022

Mr. Devershi Vashistha
G-1, Satya Sai Apartment, 5 Mishra NagarAnnapurna Road,
Near Chanakya Puri Square,
Indore-452009,
Madhya Pradesh.
Tel# 91-9407147910

Dear Devershi Vashistha,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2199 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Indore Institute of Science & Technology Placement Cell Indore
Indore Institute of Science & Technology INDORE
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GENESIS - GOKUL PANWAR

Biplab Dey <biplab.dey@indoreinstitute.com>

Genesis Technologies - Recruitment Drive 2023

hr@genesistechnologies.in <hr@genesistechnologies.in> Thu, Mar 2, 2023 at 8:29 PM
To: Biplab Dey <biplab.dey@indoreinstitute.com>

Hello Sir,

Greetings from Genesis Technologies !!!

We are pleased to inform you that in the final interview round, we choose 2 students for the Software Development profile and 1 student for Software Testing profile. Their employment with us will begin on **March 13, 2023 (Monday)**. Their reporting time will be 12:30 PM. Once they will be in office, we will provide them other necessary documents.

Here is a list of the chosen students:

S.No.	Name	Contact No.	Email ID
Software Development			
1	Gokul Panwar	9131868898	gp64085@gmail.com
2	Rishi Raghuvanshi	9131617739	rishiraghuvanshi08@gmail.com
Software Testing			
3	Keshav Agrawal	9039429515	kagrawal0901@gmail.com

Kindly mail us following documents of the selected candidates:
1. PAN card - scanned copy
2. Aadhar card - scanned copy

Also, please ask them to bring the following documents with them on joining day:
1. PAN card - hard copy
2. Aadhar card - hard copy
3. Passport size photo

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We are looking forward to work with them.

Once again Thank you for all your help and support in organizing this campus drive, we will maintain a long-term relationship.

Regards

Seetanjali Kushwaha
HR Manager

Genesis Technologies

EB-103, Scheme No. 94

Indore – 452016

Contact No. - +91-8305229665

From: hr@genesistechnologies.in <hr@genesistechnologies.in>
Sent: Friday, February 24, 2023 5:21 PM
To: 'Biplab Dey' <biplab.dey@indoreinstitute.com>
Subject: RE: Genesis Technologies - Recruitment Drive 2023

Hello Mr. Biplab,

As discussed over the call, we can conduct the campus drive on 1st March 2023.

Our procedure for the drive day will be as follows –

- The process will begin with a presentation (about 15-20 minutes).
- Then will start the online screening test (1.5 hours)
- After the test, will announce test results and will take technical interviews of shortlisted students.
- The students who qualify the technical interview will then be required to visit our office in Indore for the director's final interview round.
- For the test, a computer lab is required.

Here is the list of system configuration for the screening test–

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- System: Desktop PC / Laptop
- Operating System: Windows 8 & Above
- Processor: Intel i3 processor or equivalent
- RAM: 4 GB
- Screen Resolution: 1024 * 768
- Web browser: Latest Google Chrome
- Internet bandwidth: Stable 2 Mbps internet speed per system
- Static IP address

Please arrange a call with your lab in charge. We will explain him all requirements.

Please feel free to call me on my phone if you need any further information.

Thank You
Seetanjali Kushwaha
HR Manager
Genesis Technologies
EB-103, Scheme No. 94
Ring Road
Indore - 452016

From: Biplab Dey <biplab.dey@indoreinstitute.com>
Sent: Wednesday, February 8, 2023 3:45 PM
To: hr@genesistechnologies.in
Subject: Re: Genesis Technologies - Recruitment Drive 2023

Dear Ma'am,

As per our conversation on the phone, we are ready to conduct this drive. Kindly share with me the tentative dates for the same.

On Wed, Nov 16, 2022 at 12:56 PM <hr@genesistechnologies.in> wrote:

> Hi,
>
> We Genesis Technologies (http://genesistechnologies.in/) a well-known and fast-growing software company based in Indore, has been providing quality IT Services to its clients across the globe. We work in cutting edge technologies for our clients who are based in the USA, Canada, Europe, and Middle East.
>
> We are currently looking to hire fresh graduates for Software Engineer profiles. **Initial CTC will be 4.00 Lac per annum**. We are writing you, as we believe that you may have some fresh talents who may fit in one or more of these profiles. Here are the details about the job opening we currently have -
>
> Profile – Software Engineer
> Positions – 40
>
> Experience - Fresher
> Location – Indore
> Joining - Immediately





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Eligibility Criteria: BE/B.Tech/M.Tech/MCA (All streams).NO pass-out / percentage criteria.

If you are interested, we can conduct a Physical Campus Drive at your college.

For any question/clarification please feel free to contact us on hr@genesistechnologies.in or +918305229665

Attached is the document which contains all the details regarding the job profiles and package we will be offering.

Regards,

Human Resource Manager

Seetanjali Kushwaha

Genesis Technologies

EB-103, Scheme No. 94

Ring Road

Indore – 452016

Contact No. - +91-8305229665

–

Regards..

Biplab Dey

Joint Director Corporate Relation & Placements

www.linkedin.com/in/biplab-dey

M: +91 88783 39258
L: +91 731 4010559

IIST/IIP/IIMR

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Indore Institute of Science & Technology (IIST)

Indore Institute of Management & Research (IIMR)

Indore Institute of Pharmacy (IIP)

Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh

Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

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Shail Group of Institutions, opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh. www.indoreinstitute.com

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VIRIM INFOTECH - JITENDRA JAIN

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Indore Institute of Science & Technology, Indore Placement Cell

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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Internship & Campus Hiring - Virim Infotech Indore

Suhani Surana <suhani.surana@viriminfotech.com> Mon, Mar 6, 2023 at 5:14 PM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
Cc: Neha Pandey <neha@viriminfotech.com>

Hi Mr Kundan,

As discussed with you on call , we have again hired 4 students from your college and they are - Rati Choudhary, Sakshi Nagar, Shraddha Kushwah & Jitendra Jain. They have joined our organization from today as of now they are working as a trainee with us. Their full time offer letter is conditional based upon their feedback that we received from our team and this condition has already been communicated to them during the selection process.

Requesting you to please exempt them from the classes and other things which are not important for them now so that they can concentrate fully on the training. From our side we will give them leaves during mid sem test, internals, externals and final examinations.

Regards,

Suhani Surana| Generalist HR

Email: suhani.surana@viriminfotech.com
Website: www.viriminfotech.com
Address: Virim Infotech | Electronic Complex | Indore, India
Phone: 9109206743

[Quoted text hidden]

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MAGIC STONE - KANHA KUSHWAH





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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Final Selected Candidates

1 message

HR Manager Magic stone <hr@magicstoneprop.com> Thu, Oct 19, 2023 at 2:29 PM
To: kundan.bhavsar@indoreinstitute.com
Cc: Tapsi Mali <crm@magicstoneprop.com>, Nilesh Deshmukh <nilesh.deshmukh@magicstoneprop.com>

Dear Kundan Sir,

Greetings from Magic Stone Prop Consultants LLP!!!!

We are glad to inform you that **20 candidates** have been shortlisted through the interview process.

As discussed, the **Probation period package** will be **3 LPA+ 3.84 LPA (Incentives)** and **after the probation period the package** will be **3.6 LPA + 3.84 LPA (Incentives)**

For the **Experienced Candidates**, there won't be a probation period and their package will be **3.85 LPA + 3.84 LPA (incentives).**
(Condition for experienced candidates- They must carry a vehicle while joining the company, otherwise the offer remains invalid.)

Kindly find below the names of the selected candidates and mention their expected date of joining.

Srno	Selected Candidates	Expected Date of Joining
1	Jyotsana Namdev	
2	Kumari Sakshi Mishra	
3	Shivani Saini	
4	Darshan Rawal	
5	Ankit Roy	
6	Dhanshree Desale	
7	Mimansha Bhati	
8	Atul Singh	
9	Vivek Sharma	
10	Aman Agarwal	
11	Jay Sharma	
12	Kanak Rai	
13	Kanha Kushwaha	
14	Faizuddin Siddique	
15	Chaitanya Dawar	

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BETAQUE - KEERTI CHOUHAN







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βETAQUE

Dear Keerti Chouhan,

We are pleased to offer you the position of **SDE-1(DevOps)** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **₹ 6,84,000 / pa (CTC)**. Please see the detailed remuneration structure in Annexure I.

You will be issued a detailed appointment letter on your joining us.

You are requested to report for duty on or before **1st August 2022** at **11 am** in the **Indore** Office. In case you fail to report for duty on this date unless otherwise agreed in writing the offer shall stand automatically withdrawn.

On the day of your joining you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth(Birth Certificate)
3. Three passport sizes colour Photographs.
4. Photos of Aadhar Card, PAN Card.
5. One signed blank cheque on onboarding day.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Betaque Family and hope it would be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Betaque

Head- HR
Vaishali Malviya

Accepted & Agreed

Keerti Chouhan

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Annexure I

S No		Amount (₹)	
		Per Month	Per Annum
1.	Basic Pay	15,000	1,80,000
2.	Dearness Allowance	6,000	72,000
3.	House Rent Allowance	6,000	72,000
4.	Other Allowance	3,000	36,000
5.	Total Fixed Remuneration (A)	30,000	3,60,000
6.	Performance Bonus (Paid once a year based on your Performance after training) (B)		1,00,000
7.	Loyalty Bonus (Will be paid once you complete 3 years in the organisation after training) (C)		1,50,000
8.	Variables (leave encashment) (D)		25000
9.	Food & other benefits (E)		37,000
10.	Travelling Allowances	1,000	12,000
	Total Cost to Company (A+B+C+D+E)	31,000	6,84,000

In Words (Six Lakh Nine Thousand)

Bond will start from your joining date **01/08/2022**.

You'll be on a service training agreement for 24 months.

Six months would be a training period where you'll get a stipend of ₹15,000 + travelling allowance.

For Betaque

Head- HR

Vaishali Malviya

Accepted & Agreed

Keerti Chouhan

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FUSION GLOBAL SOLUTIONS - KESHAV AGRAWAL







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HEXAWARE

Letter of Intent

September 12, 2022
Keshav Agrawal
Indore Institute of Science and Technology, Indore

Dear Keshav Agrawal,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Keshav
17/09/2022

Monica Mathur
Vice President, Recruitment-India & APAC

Indore Institute of Science & Technology, Indore * Placement Cell

Indore Institute of Science & Technology * IQAC * INDORE

Indore Institute of Science & Technology

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REDIXWEB TECHNOLOGY - MANPREET KAUR BEDI







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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacsang@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology Placement Cell Indore

Indore Institute of Science and Technology IQAC INDORE

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered



Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com





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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K

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EXTENTIA - POOJA PAL

Indore Institute of Science and Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Placement Cell

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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

RE: Extentia - IIST Indore Campus Drive

Amisha Walvekar <Amisha.Walvekar@extentia.com> Thu, Oct 20, 2022 at 10:26 AM
To: "Priyanka S. Gawali" <Priyanka.S.Gawali@extentia.com>, Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>, Himani Bhoir <Himani.Bhoir@extentia.com>, Rakesh Pandey <rakesh.pandey@indoreinstitute.com>, Biplab Dey <biplab.dey@indoreinstitute.com>, Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>, Shreyas Kharat <Shreyas.Kharat@extentia.com>

Hi Sohan,

We would like to inform you that we have 9 SS selects, offers will be released soon:

#	Email Address	Name	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Select
2	keertichouhan68@gmail.com	Keerti Chouhan	Select
3	ameriyaseemanjay@gmail.com	Seemanjay Ameriya	Select
4	ayush.gaikwad07ag@gmail.com	Ayush Gaikwad	Select
5	ershreyapura@gmail.com	Shreya Pura	Select
6	palp7645@gmail.com	Pooja Pal	Select
7	avadhesh20014@gmail.com	avadhesh yadav	Select
8	vidhishapatidar2001@gmail.com	Vidhisha Patidar	Select
9	sakshipatel042001@gmail.com	Sakshi Patel	Select

Current Pipeline:

#	Email Address	Name	Status
1	faizalikhan1292000@gmail.com	Mohd Faiz Ali Khan	Couldn't clear Round 5 - Technical Interview
2	rati.choudhary33@gmail.com	Rati Ravi Choudhary	Couldn't clear Round 5 - Technical Interview
3	ishank.y30@gmail.com	Ishank Yadav	Couldn't clear Round 5 - Technical Interview
4	erurvashiupadhyay@gmail.com	urvashi arun upadhyay	Couldn't clear Round 5 - Technical Interview
5	aditi06chourasia@gmail.com	Aditi Chourasia	Couldn't clear Round 5 - Technical Interview
6	shrutive01@gmail.com	Shruti verma	Couldn't clear Round 5 - Technical Interview

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7	somwanshishrey175@gmail.com	Shrey Somwanshi	Couldn't clear Round 5 - Technical Interview
8	nileshpanwar282@gmail.com	Nilesh panwar	Requested to fill application form
9	harshitakashyap00987@gmail.com	Harshita Kashyap	Requested to fill application form
10	engr.anujkarma@gmail.com	Anuj karma	Requested to fill application form
11	harshitameena121@gmail.com	HARSHITA MEENA	Interview scheduled today
12	mr.vsk721@gmail.com	Vivek Mahajan	Interview scheduled today
13	debnathlipika646@gmail.com	Lipika Debnath	Interview will be scheduled soon
14	ayushij1304@gmail.com	Ayushi Jain	Interview will be scheduled soon

Regards,

Amisha Walvekar

From: Amisha Walvekar
Sent: 29 September 2022 12:53
To: Priyanka S. Gawali <Priyanka.S.Gawali@extentia.com>; Sohan singh Chouhan <sohansingh.chouhan@indoreinstitute.com>
Cc: Bhupesh Choudhary <Bhupesh.Choudhary@extentia.com>; Himani Bhoir <Himani.Bhoir@extentia.com>; Rakesh Pandey <rakesh.pandey@indoreinstitute.com>; Biplab Dey <biplab.dey@indoreinstitute.com>; Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>; Shreyas Kharat <Shreyas.Kharat@extentia.com>
Subject: RE: Extentia - IIST Indore Campus Drive

Hi Sohan,

We have 2 SS selects, offers will be released soon.

#	Your Email Address	Name	Branch	Status
1	gamansantosh811@gmail.com	Aman Santosh Gupta	Information Technology	Select
2	avadhesh20014@gmail.com	avadhesh yadav	Computer Science	Select

Current Pipeline:

#	Your Email Address	Name	Branch	Status
1	sayyeddayaanali@gmail.com	Sayyed Dayan Ali	Information Technology	Couldn't clear last round

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EMIPRO SOLUTIONS - PRAKHAR SHARMA







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Emipro Technologies Pvt. Ltd.
2nd Floor, "Shyamantak", Everest Park, Near Hotel Regenta RPJ,
Nana Mava, Kalawad Road, Rajkot 360005, Gujarat, India
CIN: U72200GJ2014PTC081583

Ref. No. : IOL/2022/01/17747

Day & Date: Tuesday, 13 September 2022

To,
Prakhar Sharma

Subject: Internship Offer Letter

Dear Prakhar Sharma,

Referring to your application or the consent letter received from your institution regarding your enrollment in our temporary project training program (hereinafter referred to as "Internship") and the subsequent interviews we had, we are pleased to offer you the internship with Emipro Technologies Pvt. Ltd. for the position of **Trainee Software Developer** at our Head Office based on the terms & conditions mentioned in our Internship Policy. You are required to commence your internship with our company from **Monday, 2 January 2023 at 09:30 AM IST** (hereinafter referred to as "Joining Day").

This internship offer shall be subject to the acceptance of this offer via your email address within 48 hours from the date of receipt of this letter. Upon the acceptance of this offer, if you fail to join us on the joining day, this offer shall automatically be void & revoked.

By accepting this offer, you agree and acknowledge that this internship offer is not an offer of employment, and successful completion of the internship does not entitle you to an employment offer from our company.

We wish you a very long and successful career with us!

Yours Sincerely,
For and On Behalf of Emipro,

Mr. Urvish Dave
Manager - Talent Acquisition
Emipro Technologies Pvt. Ltd.

Accepted & Agreed,

(Applicant signature)

Applicant Name: .....

Date & Place: .....

I have read the terms and conditions mentioned in Internship Offer Letter & Internship Policy and confirmed my acceptance of the same.

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VIRIM INFOTECH - PRASSANA KUDLE







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VIRIM
INFOTECH

VIRIM INFOTECH PVT. LTD
7-A/8-A Electronic Complex,
Pardesipura, Indore (M.P.)
452011, India
Tel: 0731-4005-426
www.viriminfotech.com
E-mail: info@viriminfotech.com

Date: January 30 , 2023

To,
Prassana Kudle
Veena Nagar Indore (M.P.)

OFFER LETTER

Dear Prassana,

We are pleased to extend a formal offer of employment for the position of **Junior Software Engineer** with Virim Infotech Pvt. Ltd. Upon successful completion of this training, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

The training and reporting date is May 1 , 2023.

On your joining, you are expected to enter into a service agreement, which details the scope, terms, and conditions of your employment and the necessary training with Virim.

Welcome to Virim Infotech. We wish you a long, rewarding, and fulfilling career and look forward to your joining us.

Yours sincerely,

Mrs. Neha Pandey
(Director HR)

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

PRASSANA KUDLE
Your name in capital letters

Your Signature

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Technology Placement Cell

Indore Institute of Science & Technology INDORE

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TECHINFINI - PRAVEEN SISODIYA

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TechInfini Solutions Pvt. Ltd.

Ref. No.: HR/2304-24

April 14, 2023

Praveen Sisodiya,
Indore (M.P)

OFFER LETTER

Dear Mr. Praveen Sisodiya,

We are pleased to inform you that after careful consideration, **TechInfini Solutions Pvt. Ltd.** has decided to offer you employment as an **Associate Software Engineer**. We made this decision based on, in part, the information you provided us regarding your fitness to work.
We have outlined the principal conditions and terms of our offer below.Please review and contact us as soon as possible should you require any additional information.

Confidentiality: Your offer of employment is conditional upon your acceptance and observance of the company confidentiality policy. As an employee of **TechInfini Solutions Pvt. Ltd.** you will have access to certain company confidential information and you may, during the course of your employment, develop certain information, ideas, inventions, which will become the property of **TechInfini Solutions Pvt. Ltd.** We wish to impress upon you that we do not wish to bring with you any confidential or proprietary material of any former or to violate any other obligation to your former employer. Also you present that you are not subject to any restrictions that prevent you from working for **TechInfini Solutions Pvt. Ltd.**

Date of Appointment: Tentative Date of joining first week of **June, 2023** (After submission of Assignment).

Full Time Position: Your position is a full time employment with the company and you are expected to devote yourself exclusively to the business of the company. The timings will be 09:30 AM to 07:00 PM Mondays to Friday of the month. . We are working in shifts, we will shift you in different shifts as per project/company requirement.

Yours Responsibilities:

- Developing required skills to work
- Perform work as per assigned to you.
- You should follow all the rules and regulations set by the management to you.
- You will not enter into any agreement, which conflicts with your duties or obligation to the company.
- You should not perform any act that will harm the reputation of the company.

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TechInfini Solutions Pvt. Ltd.

Salary and Allowances: Your Probation Period will be 6 months from the date of your joining including your 3 months of training period. You will be provided a monthly stipend of INR. 10,000/- for 2 months starting from the first month of your training. You will be eligible for a monthly CTC of INR 18,000/- for the next 4 months of your probation period. With the successful completion of the probation period, you will be promoted as an Associate Software Engineer and your CTC will be INR 3,00,000/- per annum for 15 months. You shall receive your payment on or before 10th of every month. Holidays, leave and other company policies can be found in the Employee Handbook document which will be shared with you at the time of your joining. You will be entitled to all allowances and benefits as decided by the management.

Minimum Commitment Duration: You will be required to serve for a minimum 21 months with the company. Failing this will require you to pay us an amount equal to INR 100,000. Though we would never like that but after 21 months, in case for any reason you want to leave the organization you have to give us a 60 working day notice period in writing. If the notice period is not served out then the company can take a legal action against you.

TechInfini Solutions Pvt. Ltd. is not bound with any minimum commitment duration to receive your services. We have all rights to discontinue your services anytime.

We look forward to your joining the **TechInfini Solutions** team. We are confident that you will enjoy working with us, learn, deliver and have fun.

Sincere Regards,

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

Rahul Raghuwanshi
Director
TechInfini Solutions Pvt. Ltd.

Indore Institute of Science and Technology IQAC INDORE

ACCEPTED & AGREED:

Name:

Place: Date:

FINZLY - PRIYANSHI VERMA

Indore Institute of Science And Technology IQAC INDORE
Indore Institute of Science & Technology INDORE
Indore Institute of Science & Technology Placement Cell

finzly

Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

09June'2023

To,

Priyanshi Verma,
Indore institute of science & technology

Dear Priyanshi,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

Indore Institute of Science & Technology, Indore * Placement Cell

Indore Institute of Science & Technology IQAC * INDORE *

Indore Institute of Science & Technology * INDORE *

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2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Vishwata Mayekar
Human Resource Dept

This is a system generated document and does not need a signature.

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

ANNEXURE 1

Priyanshi
Indore institute of science & technology

You will be under probation for six (6) months from your date of joining Finzly. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR **5,00,000/-** (Rupees Five Lakhs Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Thanking you,

Yours Sincerely,

Vishwata Mayekar
Human Resource Dept

This is a system generated document and does not need a signature.

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FINZLY - RISHI RAGHUVANSHI

Placement Cell

IQAC

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

30th November 2022

To,

Rishi Raghuvanshi,
Indore Institute of Science & Technology, MP

Dear Rishi,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

Indore Institute of Science & Technology, Indore * Placement Cell

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Indore Institute of Science & Technology * IQAC * INDORE

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2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

Indore Institute of Science & Technology Indore Placement Cell

Indore Institute of Science & Technology INDORE

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

ANNEXURE 1

Rishi Raghuvanshi
Indore Institute of Science & Technology, MP
Trainee Engineer

You will be under probation for six (6) months from your date of joining Finzly. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR **5,00,000/-** (Rupees Five Lakhs Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

Indore Institute of Science & Technology, Indore * Placement Cell

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WNS GLOBAL SERVICES - RITESH GOSWAMI

Rohit Inani <corporate.relations@indoreinstitute.com>

Campus Recruitment Invitation : IIST IIP IIMR Year 2023 (NAAC A+ Accredited)

Swati Shrivastava <Swati.Shrivastava@wns.com> Thu, Jun 1, 2023 at 5:14 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Amrita Justin <Amrita.Justin@wns.com>, Rohan Kumar Sudan <Rohan.Sudan@wns.com>

Hi Rohit,

We have a Batch on 19th June, hence please ask all the students to report to office on Monday i.e. 5th June for Documentation.

Date:- 5th June 23

Time:- 10:30 AM

Office address:- WNS Brilliant Titanium, 5th Floor. Vijay Nagar Indore. 452010.

Below is the list of documents they need to carry.

They need to bring their LOI.

1. Resume
2. Scanned copy of your **Passport size photo**
3. **Photo ID**
   a. Pan Card
   b. Aadhar Card
4. **Education** :
   Highest Education Qualification Certificate along with Last year Marksheet OR
   All years Marksheets
5. **Work Experience(If any)**
   Experience Letter OR
   Offer Letter with DOJ + Last 3 Salary Slips OR

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Indore Institute of Science & Technology

Indore Institute of Science & Technology, Indore Placement Cell

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Resignation mail sent to official email id of the pervious organization mentioning LWD.

6. **Permanent Address Proof**

   Aadhar Card / Driving License / Election Card

7. **Bank Details:**

   Cancelled Cheque of Bank (Name should be printed on it)

   Bank Passbook (IFSC code, Account Number and name should be mentioned)

8. Covid Vaccination Certificate

Candidates need to bring soft and hard copy both for the joining.

Swati Shrivastava
Group Manager - HR- WNS Global Services (P) Ltd | www.wns.com

BRILLIANT SAPPHIRE, Plot No.10 Scheme No.78-II, Vijay Nagar, adjacent to Brilliant Convention Centre, Indore,Madhya Pradesh,

IP: | Direct: 7770015791| Mobile: 9541143221 | Email:Swati.Shrivastava@wns.com

ONE WNS ONE GOAL OUTPERFORM

Connect with WNS

From: Swati Shrivastava
Sent: Wednesday, April 19, 2023 1:24 PM
To: 'Rohit Inani' <corporate.relations@indoreinstitute.com>
Cc: Amrita Justin <Amrita.Justin@wns.com>; Rohan Kumar Sudan <Rohan.Sudan@wns.com>
Subject: RE: Campus Recruitment Invitation : IIST IIP IIMR Year 2023 (NAAC A+ Accredited)

Hi Rohit,

Here is the list of students shortlisted yesterday in campus drive.

Indore Institute of Science & Technology Placement Cell Indore

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Name	Number
Vaishnavi Patidar	8319927464
Kamal Singh Bisht	9516820526
Sudhir Ajmera	9753499208
Shruti Verma	6266340992
Sakshi Patel	9770087650
Piyali Saini	9131226490
Aakash Yadav	7879260606
Manpreet Kaur Bedi	8827274489
Sheetal Bairagi	6268310049
Ritesh Goswami	6263621175

From: Rohit Inani <corporate.relations@indoreinstitute.com>
Sent: Thursday, April 13, 2023 4:11 PM
To: Swati Shrivastava <Swati.Shrivastava@wns.com>
Cc: Amrita Justin <Amrita.Justin@wns.com>; Rohan Kumar Sudan <Rohan.Sudan@wns.com>
Subject: Re: Campus Recruitment Invitation : IIST IIP IIMR Year 2023 (NAAC A+ Accredited)

External Email: This email has not originated from WNS. Do not click on attachment or links/URL unless sender is reliable. Malware/ Viruses can be easily transmitted via email and also lead to a Phishing compromise.

Thanks for rescheduling.
Noted the requirements. We will make all the necessary arrangements.

Regards

ROHIT INANI

Director, Corporate Relations & Placements

https://secure-web.cisco.com/1kUI7IkuGuweJPE0IzrYo2y3I52xzKsvNbYw1GrxsET506gBefmxHrJDPvjVPecZPYYLw4TrkX2pIEQObXqsB0EiewQdohiQZFpvIzmgPJhANfI0FkWQKD0OvPhq5j1Z6eoZ_jNYR1HUN_

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Biplab Dey <biplab.dey@indoreinstitute.com>

[HRD] Final round Result (Suraj)

Recruit <recruit@usindia.com>
To: Biplab Dey <biplab.dey@indoreinstitute.com>

Tue, Mar 28, 2023 at 3:35 PM

Hello Sir,

As per our telephonic discussion we have consider below candidate in final round.

Details are as under

Suraj Chauhan

Job Location : Indore

Dept: API. (Dot net)

Joining Date: First week of June

On or before 31st Mar 2023 we would like to complete joining formality with them.

We required his original document (10th, 12th and 06th Semester marksheet).

Photo : 2 Copies

Xerox: Adhar card and pan card

We will issue him appointment letter while we collect document

Call me if any query.

Thanks

Dipal Zaveri

From: Recruit [mailto:recruit@usindia.com]
Sent: Thursday, March 16, 2023 5:53 PM
To: 'Biplab Dey'
Subject: [HRD] Final round dt. 2023/03/17

Hello Biplabsir,

Kindly note that below candidate clear technical round we need to arrange final round.

Rishita 16:00

Roshan sharma16:30

Skype id : uksho.hr01

Plz send fillup form of both candidate till tomorrow 12:00 noon.

Indore Institute of Science & Technology, Indore ★ Placement Cell

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Thanks

Dipal Zaveri

From: Recruit [mailto:recruit@usindia.com]
Sent: Monday, March 13, 2023 5:23 PM
To: 'Biplab Dey'
Subject: RE: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Hello Biplabsir,

Kindly note that below candidate clear technical round we need to arrange final round.

1. Shreya Bevhar 15:00
2. Jitendra Jain 15:30

Skype id : ukshs.hr01

Plz send fillup form of both candidate till tomorrow 12:00 noon.

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Monday, March 13, 2023 1:52 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear Ma'am,

PFA

On Mon, Mar 13, 2023 at 10:39 AM Recruit <recruit@usindia.com> wrote

> Hello Sir,
>
> Plz note below employee clear communication round
>
> Technical interview
>
> Date: 2023/03/14
>
> Technical person : Ramsan
>
> RaghavRaj Patil
>
> Himanshu Mande
>
> Nikhil Sahu
>
> Shalini Joshi
>
> Date: 2023/03/14

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Technical person : Sachin san

Harsh Rajput

Roshan Sharma

Sanyog Maurya

Date: 2023/03/14

Technical person : Vimal san

Urvashi Upadhyay

Jayesh Patithan

Sameer Khan

Date: 2023/03/14

Technical person : Sajeesh san

Anand Sigh Mehra

Vidhishu Pandar

Hritika Gupta

Aditya Gupta

Date: 2023/03/15

Technical person : Ram san

Suraj Chauhan

Sajal Badole

Prashasha Kashyap

Aniket Choudhary

Date: 2023/03/15

Technical person : Vimal san

Rishita Bavaskar

Rounak Patikar

Sourabh Atre

Anand Patil

Skpe id you have already plz forward me CV of Tomorrow employee

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Monday, March 06, 2023 10:49 AM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Technical round Resumes

On Mon, Mar 6, 2023 at 9:19 AM Recruit <recruit@usindia.com> wrote:

Hello Sir,

Kindly check below list of student today interview status.

Rejected

Jayesh Kushwah

Seemanjay

Abhishek Patidar

Pulkit

Chetan Patel

Dt. 2023/03/06

Consider below employee

Vimalsan: uks.bo.adi.wdg07

1. Manpreet Bedi 15:00
2. Shreya Bevlur 15:30
3. Aman Nigon 16:00

Sajeeshsan: uks.bo.adi.wdg11

4. Harsh Jaiswal 15:00
5. Aman chauhan 15:30
6. Jitendra Jain 16:00

Ramsan: uks.bo.idr.apl08

7. Deepak solanki 15:00
8. Vishakha Ekhar 15:30
9. Pawan 16:00
10. Yash 16:30

Plz inform Student to send skype request on or before 30 min for interview time.

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Sunday, March 05, 2023 7:20 PM
To: Recruit
Subject: Re: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear ma'am,

As per your requirment, I am sharing you CV'S for scheduled interview on Monday.

PFA

On Sat, Mar 4, 2023 at 5:05 PM Recruit <recruit@uaindia.com> wrote:

> Hello Biplab,
>
> Kindly check below list of student today interview status.

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Rejected

Jayesh Kushwah

Seemanjay

Abhishek Patidar

Pulkit

Chetan Patel

Manpreet Bedi

Shreya Bevhar

Aman Nigon

Harsh Pwan Yash

Aman chauhan

Plz send CV so we will schedule interview on Monday

Thanks

Dipal Zaveri

From: Biplab Dey [mailto:biplab.dey@indoreinstitute.com]
Sent: Tuesday, February 28, 2023 5:54 PM
To: Recruit
Subject: Re: [IIRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Dear ma'am,

As per prior information, I am sharing with you the list of students who had trouble in the test. Kindly look into the same.

Simran Sahu
Siddhi Singh
Ayuree thakur
Rishita Baviskar
Ritik More
Ankita Soni
Balram Raghuvanshi
Pooja Pal
Kartik sharma
Divya Raut
Ankit Pandey
Manpreet Kaur Bedi
Gourav Choudhary
Vivek Jain
Shalini joshi
Roshan sharma
Juhi patel
Rati Choudhary
Aman Singh Chauhan
Rahul kashyap
Ajeet Singh Chouhan
Suraj Chouhan
Parag kushwah
Sayyed Dayaan Ali
Harshita Kashyap
Anjali Mukati
Ashish Kushwah
Aditya Gupta
Abhishek Dhoto
Yash Choudhary
Anuj karma
Jaya chandravanshi
Arpit kumar sarothe
Shreya Bedhar
Tannu Jain
Aman nigam
Aayushi gurjar
Harsh jaiswal
Sakshi Nagar
Surbhi Dhanotiya
Pratyoosh Mishra

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Indore Institute of Science & Technology ★ IQAC ★ INDORE

Nandkishore Parmar
Aman Rathore
Anjuman Varsee
Vicky Mishra
Priyanshu Singh
Nurendra Malvi
Kanha kushwah
Pawan ajmera
Kapil yadav
Ankur Hardia
Sandeep Mandora
Rahul Alatra
Shivank Pateriya
Gokul Panwar
Yash Ayanyas
Praveen Sisodiya
Abhishek Patidar
Damini Sahu
Shraddha Kushwah
Sadgi Daftari
Aayushi bhawsar.
Shubham Rahangdale
Sharad Patel
Mukul Pateriya
Shruti verma
Darshan panchal
Harshita meena
Pulkit Sablok
Abhishek Sharma
Aman Gupta
Surbhi Dhanotiya
Sakshi Nagar
Santosh kumbhkar
Vishal Soner
Prashansha Kashyap
Abhishek Choudhary
Pranjal malviya
Deepak solanki
Sujeet Vishvkarma
Kartikeya Singh Sisodia
Isha Kanthale
Priyanshi Verma
Jitendra Jain

On Tue, Feb 28, 2023 at 5:30 PM Recruit <recruit@usindia.com> wrote:

Hello Sir,

Plz inform me when will be convenience for student for interview process

Thursday : 30 student

Friday : 30 Student

Waiting for your reply.

Thanks

Dipul Zaveri



From: Recruit [mailto:recruit@usindia.com]
Sent: Wednesday, February 15, 2023 4:34 PM
To: 'Biplab Dey'
Subject: RE: [HRD] : RE: INVITATION FOR CAMPUS DRIVE FOR 2023 BATCH AT IIST, INDORE

Hello Biplab,

Kindly check below details of online test.

Total 63 student.





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UNIKAIHATSU - PRASHANSHA KASHYAP







FINZLY - SAKSHI PATEL

Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

30th November 2022

To,

Sakshi Patel,
Indore Institute of Science & Technology, MP

Dear Sakshi P,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

Registered Office: 401, A Wing, Teerth Technospace, Mumbai Banglore Highway, Baner, Pune 411045, Maharashtra, India
Phone: +91 9588447072 / 9043911135

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2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

Placement Cell, Indore Institute of Science & Technology, Indore

Indore Institute of Science & Technology INDORE

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REDIXWEB TECHNOLOGY - SANTOSH KUMBHKAR







Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat9684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | wwww.indoreinstitute.com

FINZLY - SATEESH KUMBHAKAR

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology

Indore Institute of Science & Technology, Indore Placement Cell

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Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

30th November 2022

To,

Sateesh Kumbhakar,
Indore Institute of Science & Technology, MP

Dear Sateesh,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of **Trainee Engineer** with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").
In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be tentatively **first week of August 2023** and the location of posting (Pune/Chennai) will be based on the training performance. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company, and your joining will be subject to successful completion of these courses.
2. False declaration of education proofs will result into immediate termination without any notice.

Upon joining Finzly,

1. Final year clearance/degree/provisional certificate submission is must on your joining day with Finzly.

Registered Office: 401, A Wing, Teerth Technospace, Mumbai Banglore Highway, Baner, Pune 411045, Maharashtra, India
Phone: +91 9588447072 / 9043911135

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2. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
3. You will be on probation for a period of six months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
4. During your probation you may be required to undergo classroom/online training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
5. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.
6. Training expenses needs to be paid if employee leaves before completion of one year.

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

We would request you to go through the above terms and let us know if they are acceptable to you, within Three days of the issuance of this letter.

We look forward to hearing from you.

Should you have any queries, please do not hesitate to contact hr-india@finzly.com

Note: The Joining period may vary based on your final examination dates.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

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Indore Institute of Science & Technology

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finzly

Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC184119

ANNEXURE 1

Sateesh Kumbhakar
Indore Institute of Science & Technology, MP
Trainee Engineer

You will be under probation for six (6) months from your date of joining Finzly. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR **5,00,000/-** (Rupees Five Lakhs Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Thanking you,

Yours Sincerely,

Andleeb Sohail
Human Resource Dept

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology

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BYJU'S - SAYYED DAYAAN ALI



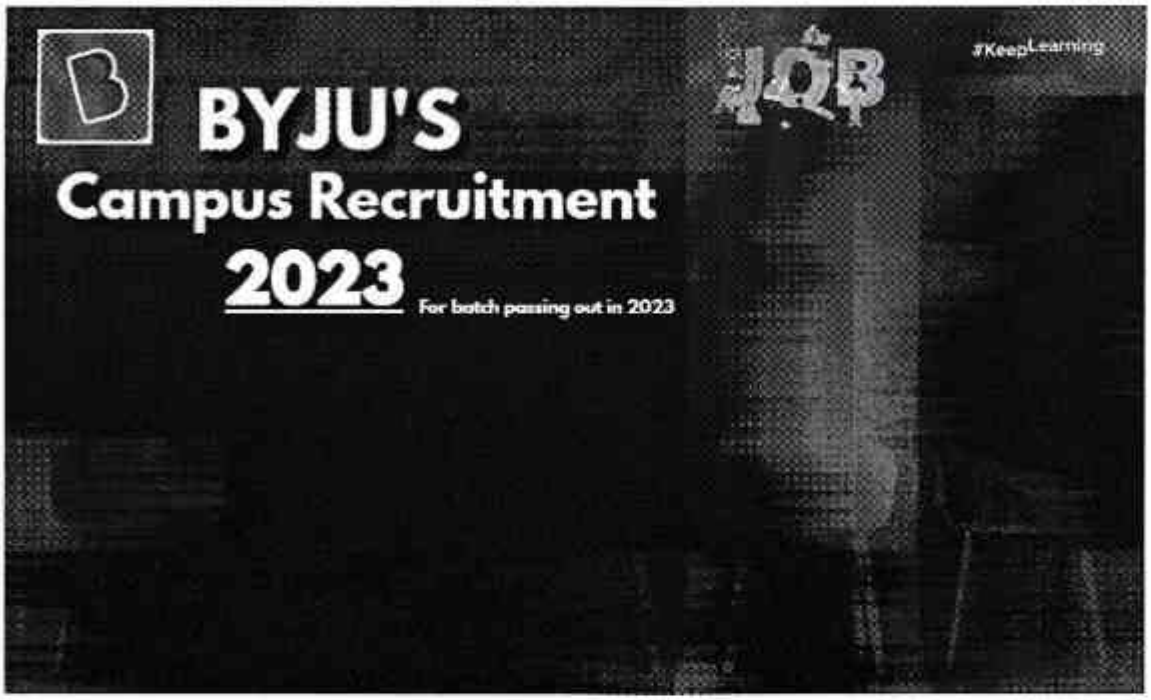




Biplab Dey <biplab.dey@indoreinstitute.com>

BYJUS CAMPUS DRIVE RESULT 2023 - Indore Institute of Science &Technology (IIST)

Byjus Campus <campus@byjus.com> Fri, Mar 3, 2023 at 11:10 AM
To: biplab.dey@indoreinstitute.com
Cc: Arun Kumar C P <arun.kumar@byjus.com>, Devashish Pundlik <devashish@byjus.com>, Parikshit Kochhar <parikshit.kochhar@byjus.com>, keerthana sudheer <keerthana.sudheer@byjus.com>



Hello

Greetings from Byju's.
Please find below the result for the drive held at IIST.

A total of 5 students have been selected at BYJU'S – The Learning App.

Candidate Name	Email ID	Campus Name	Expected Internship Joining date
Garima Vyas	garimavyas29@gmail.com	IIST	10th March 2023
Ankur Hardia	Ankurhardia4@gmail.com	IIST	10th March 2023
shivank pateriya	shivankpateriya03@gmail.com	IIST	10th March 2023
Anshika Gupta	guptaanshika962@gmail.com	IIST	10th March 2023
Sayyed Dayaan Ali	Sayyeddayaanali@gmail.com	IIST	10th March 2023

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail IDs.

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Details on final role location will be shared within 1-2 days. Meanwhile please ensure that the candidates are **registered in the mention portal within the next 24 hours**.

Portal Registration Link https://career10.successfactors.com/sfcareer/jobreqcareerpvt?jobId=15454&company=thinkandle&st=678B85E30E0AF6BC33134F0FCDA43891E007F911

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The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

STEPS TO REGISTER.docx
14K







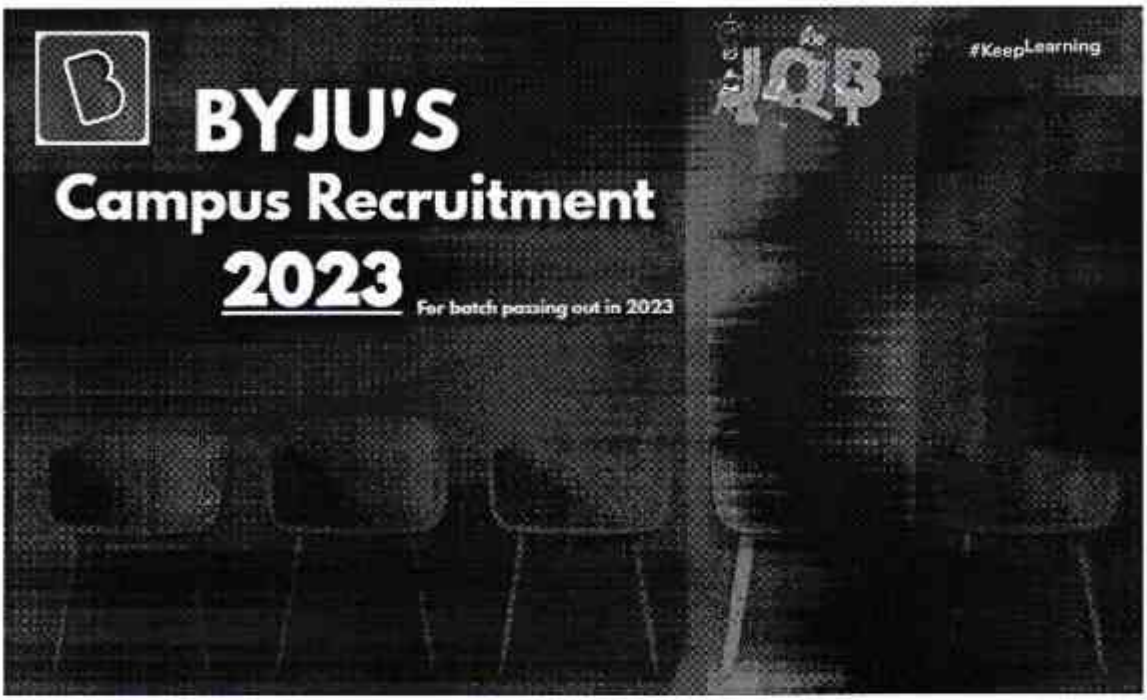
789

BYJU'S - SHIVANK PATERIYA

Biplab Dey <biplab.dey@indoreinstitute.com>

BYJUS CAMPUS DRIVE RESULT 2023 - Indore Institute of Science &Technology (IIST)

Byjus Campus <campus@byjus.com> Fri, Mar 3, 2023 at 11:10 AM
To: biplab.dey@indoreinstitute.com
Cc: Arun Kumar C P <arun.kumar@byjus.com>, Devashish Pundlik <devashish@byjus.com>, Parikshit Kochhar <parikshit.kochhar@byjus.com>, keerthana sudheer <keerthana.sudheer@byjus.com>



Hello

Greetings from Byju's.
Please find below the result for the drive held at IIST.

A total of 5 students have been selected at BYJU'S – The Learning App.

Candidate Name	Email ID	Campus Name	Expected Internship Joining date
Garima Vyas	garimavyas29@gmail.com	IIST	10th March 2023
Ankur Hardia	Ankurhardia4@gmail.com	IIST	10th March 2023
shivank pateriya	shivankpateriya03@gmail.com	IIST	10th March 2023
Anshika Gupta	guptaanshika962@gmail.com	IIST	10th March 2023
Sayyed Dayaan Ali	Sayyeddayaanali@gmail.com	IIST	10th March 2023

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail IDs.

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Details on final role location will be shared within 1-2 days. Meanwhile please ensure that the candidates are **registered in the mention portal within the next 24 hours**.

Portal Registration Link https://career10.successfactors.com/sfcareer/jobreqcareerpvt?jobId=15454&company=thinkandle&st=678B85E30E0AF6BC33134F0FCDA43891E007F911

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The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this mail, please notify us, preferably by e-mail; and do not read, copy or disclose the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachment to this e-mail has been swept for viruses, e-mail communications cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matter or their consequences

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PALTECH - SHREY SOMWANSHI

PalTech

Offer Letter

Private and Confidential

19th April 2023
Shrey Somwanshi
Aadhar Number: 276038244614

Dear **Shrey Somwanshi,**

We are pleased to offer you, the position of **Trainee Software Engineer** with PalTech Consulting Private Limited (the 'Company') on the terms and conditions as set out in this letter:

1.Commencement of employment

Your employment will be effective, as of July'2023

2.Job title

Your job title will be Trainee Software Engineer

3.Salary

You're entitled for Annual Compensation of INR 3,00,000 (Rupees Three Lakh only) during Training and INR 5,00,000 (Rupees Five Lakh only) post successful completion of training.

Fixed Pay	Yearly	Monthly
Basic	1,36,200	11,350
HRA	54,480	4,540
Special Allowance	81,720	6,810
Standard Benefits		
PF Employer Contribution	21,600	1,800
Gratuity	6,000	500
CTC	**3,00,000**	**25,000**

* You will be entitled to participate in the benefits plan as offered by the Company from time to time. The Company reserves the right to amend or discontinue any or part of the benefits plan, to the extent allowed by applicable legislation without compensation for such amendment or discontinuance.

4. Place of posting

You will be posted at Hyderabad, Telangana. You may however be required to work at anyplace of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are from Monday to Friday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 45 hours each week, and if necessary for additional hours depending on your responsibilities.

6.Leave/Holidays

1.1 You are entitled to Earned leaves of 20 days per Annum.

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1.2 The Company shall notify a list of declared holidays in the beginning of each year

7.Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and suchadditional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

8.Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same willbe recovered from you by the Company.

9.Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10.Data Privacy

By signing this agreement, you acknowledge and agree that any personal information and data (whether belonging to you or your dependents and beneficiaries) which you supply to the Company, or which is received by the Company with your consent, may be retained by the Company for any purposes related to your employment under this agreement. Such information and data may be used by the Company and may be transferred to any company/body corporate within the group or our appointed agents, whether locally or overseas, only in connection with your employment.

11.Termination

- Your appointment can be terminated by the Company, without any reason, by giving you not less than 2 months (60 days) prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- You may terminate your employment with the Company, without any cause, by givingno less than 2 months (60 days) prior notice or salary for unsaved period, left after adjustmentof pending leaves, as on date.
- The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach ofcontract or caused any loss to the Company.
- On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12.Confidential Information

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- During your employment with the Company, you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly, or indirectly, engage or associate yourself with, be connected with, concerned, employedor engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

  You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means, and you will use such records, documents, and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and thatof its customers which is not available to the general public, and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas,concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- At no time, will you remove any Confidential Information from the office without permission.
- Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13.Non-Solicitation/Non-Compete:

You agree that during your employment with the Company and for a period of 12 months after the termination of your employment, you shall not, directly or indirectly, whether foror on behalf of yourself or any other person or entity

- Induce or attempt to induce any employee of the Company to leave his / her employment with the Company.
- Interfere in any way with the relationship between the Company and any of theirrespective employees.
- Hire or solicit for hire or participate with any other person or entity in hiring or soliciting for hire any individual who is an employee of the company or was an employee of the Company within one year of such hire or solicitation.
- Induce or attempt to induce any Prospective Client, or any person or entity who had been a client within the prior 12 months, or any investment manager, supplier,licensee, licensor, or other business relation of the Company that you

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had knowledge of or dealings with, to not do, or cease doing business, with the Company. OR

- Interfere in any way with the relationship between any such past, present or Prospective Client, or any investment manager, supplier, licensee, licensor or other business relation of the Company that you had knowledge of or dealings with during your employment with the Company.

14.Notices

Notices may be given by you to the Company at its registered office address. Notices may begiven by the Company to you at the address intimated by you in the official records.

15.Applicability of Company Policy

You will be subject to staff policies and regulations as determined by the Company from timeto time. You shall be also responsible to adhere to and discharge all the duties and obligationsof an employee mentioned in the applicable laws including prevention of sexual harassmentlaws. The Company reserves the right to amend its staff policies and regulations as appropriate without giving prior notice to employees. The policies and procedures, however,do not form part of these terms of employment, and you acknowledge that they do not provide you with any contractual right or entitlement.

16.Reference checks and Acceptance

This offer and acceptance are subject to receipt by the Company of satisfactory reference checks/background checks as required by the Company for verification of your employment history. Any false or misleading information provided to the Company may result in rescind of this offer and acceptance or immediate termination of your employment without any notice and compensation.

17.Other Terms & Conditions:

- You agree to sign undertakings as may be required by the Company from time to time.
- Your employment with the Company will be in the nature of full-time employment andyou shall not undertake any other part time or full-time employment of any nature, without prior approval from the Company.
- You agree that you are currently not a party to any such agreement which restricts you from accepting this offer and subsequently joining the Company. Further, you agree that your acceptance of this offer will not conflict with, result in a breach of, orconstitute a default under any agreement, order, judgment or decree of any kind to which you are a party or by which you are bound. In the unfortunate event of such a conflict or breach, you also agree that this shall be deemed completely as your responsibility and the Company will no way be responsible for any such breach or conflict.
- The Company shall be entitled to rescind this offer and acceptance or terminate youremployment, with immediate effect and without notice or liability, if any of the

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conditions laid down of your employment are not fulfilled or completed to the satisfaction of the Company.

18.Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Telangana State only.

19.Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing digitally.

We hope that you will become a valuable member of our team and make a significant contribution to the organization. We look forward to working with you.

Rajesh J

Regards,
Rajesh J
Human Resources

Signed & Accepted
Shrey Somwanshi







PALTECH - SHRUTI VERMA

PalTech

Offer Letter

Private and Confidential

19th April 2023
Shruti Verma
Aadhar Number: 268738431258

Dear **Shruti Verma**,

We are pleased to offer you, the position of **Trainee Software Engineer** with PalTech Consulting Private Limited (the 'Company') on the terms and conditions as set out in this letter:

1.Commencement of employment

Your employment will be effective, as of July'2023

2.Job title

Your job title will be Trainee Software Engineer

3.Salary

You're entitled for Annual Compensation of INR 3,00,000 (Rupees Three Lakh only) during Training and INR 5,00,000 (Rupees Five Lakh only) post successful completion of training.

Fixed Pay	Yearly	Monthly
Basic	1,36,200	11,350
HRA	54,480	4,540
Special Allowance	81,720	6,810
Standard Benefits		
PF Employer Contribution	21,600	1,800
Gratuity	6,000	500
CTC	**3,00,000**	**25,000**

* You will be entitled to participate in the benefits plan as offered by the Company from time to time. The Company reserves the right to amend or discontinue any or part of the benefits plan, to the extent allowed by applicable legislation without compensation for such amendment or discontinuance.

4. Place of posting

You will be posted at Hyderabad, Telangana. You may however be required to work at anyplace of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are from Monday to Friday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 45 hours each week, and if necessary for additional hours depending on your responsibilities.

6.Leave/Holidays

1.1 You are entitled to Earned leaves of 20 days per Annum.

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1.2 The Company shall notify a list of declared holidays in the beginning of each year

7.Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and suchadditional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

8.Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same willbe recovered from you by the Company.

9.Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10.Data Privacy

By signing this agreement, you acknowledge and agree that any personal information and data (whether belonging to you or your dependents and beneficiaries) which you supply to the Company, or which is received by the Company with your consent, may be retained by the Company for any purposes related to your employment under this agreement. Such information and data may be used by the Company and may be transferred to any company/body corporate within the group or our appointed agents, whether locally or overseas, only in connection with your employment.

11.Termination

- Your appointment can be terminated by the Company, without any reason, by giving you not less than 2 months (60 days) prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
- You may terminate your employment with the Company, without any cause, by givingno less than 2 months (60 days) prior notice or salary for unsaved period, left after adjustmentof pending leaves, as on date.
- The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach ofcontract or caused any loss to the Company.
- On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12.Confidential Information

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- During your employment with the Company, you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly, or indirectly, engage or associate yourself with, be connected with, concerned, employedor engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

  You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means, and you will use such records, documents, and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and thatof its customers which is not available to the general public, and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas,concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- At no time, will you remove any Confidential Information from the office without permission.
- Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13.Non-Solicitation/Non-Compete:

You agree that during your employment with the Company and for a period of 12 months after the termination of your employment, you shall not, directly or indirectly, whether foror on behalf of yourself or any other person or entity

- Induce or attempt to induce any employee of the Company to leave his / her employment with the Company.
- Interfere in any way with the relationship between the Company and any of theirrespective employees.
- Hire or solicit for hire or participate with any other person or entity in hiring or soliciting for hire any individual who is an employee of the company or was an employee of the Company within one year of such hire or solicitation.
- Induce or attempt to induce any Prospective Client, or any person or entity who had been a client within the prior 12 months, or any investment manager, *supplier,licensee, licensor, or other business relation of the Company that you*







had knowledge of or dealings with, to not do, or cease doing business, with the Company. OR

- Interfere in any way with the relationship between any such past, present or Prospective Client, or any investment manager, supplier, licensee, licensor or other business relation of the Company that you had knowledge of or dealings with during your employment with the Company.

14.Notices

Notices may be given by you to the Company at its registered office address. Notices may begiven by the Company to you at the address intimated by you in the official records.

15.Applicability of Company Policy

You will be subject to staff policies and regulations as determined by the Company from timeto time. You shall be also responsible to adhere to and discharge all the duties and obligationsof an employee mentioned in the applicable laws including prevention of sexual harassmentlaws. The Company reserves the right to amend its staff policies and regulations as appropriate without giving prior notice to employees. The policies and procedures, however,do not form part of these terms of employment, and you acknowledge that they do not provide you with any contractual right or entitlement.

16.Reference checks and Acceptance

This offer and acceptance are subject to receipt by the Company of satisfactory reference checks/background checks as required by the Company for verification of your employment history. Any false or misleading information provided to the Company may result in rescind of this offer and acceptance or immediate termination of your employment without any notice and compensation.

17.Other Terms & Conditions:

- You agree to sign undertakings as may be required by the Company from time to time.
- Your employment with the Company will be in the nature of full-time employment andyou shall not undertake any other part time or full-time employment of any nature, without prior approval from the Company.
- You agree that you are currently not a party to any such agreement which restricts you from accepting this offer and subsequently joining the Company. Further, you agree that your acceptance of this offer will not conflict with, result in a breach of, orconstitute a default under any agreement, order, judgment or decree of any kind to which you are a party or by which you are bound. In the unfortunate event of such a conflict or breach, you also agree that this shall be deemed completely as your responsibility and the Company will no way be responsible for any such breach or conflict.
- The Company shall be entitled to rescind this offer and acceptance or terminate youremployment, with immediate effect and without notice or liability, if any of the

Indore Institute of Science and Technology IQAC INDORE

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PATECH

conditions laid down of your employment are not fulfilled or completed to the satisfaction of the Company.

18.Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Telangana State only.

19.Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing digitally.

We hope that you will become a valuable member of our team and make a significant contribution to the organization. We look forward to working with you.

Rajesh J

Regards,
Rajesh J
Human Resources

Signed & Accepted
Shruti Verma

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TCS - VISHNU DINESH

Offer: Computer Consultancy
Ref: TCSL/DT20223167767/Mumbai
Date: 24/11/2022

Mr. Vishnu Dinesh
Shivam Boys Hostel Bhawarkua Main RdAnantpuri,
Ahilya Puri,
Indore-452001,
Madhya Pradesh.
Tel# 91-7869439281

Dear Vishnu Dinesh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 [illegible] India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [illegible]

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REDIXWEB TECHNOLOGY - VISHNU PALIWAL

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Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Final List of Selected Students for Campus Drive of RadixWeb

1 message

Kriti Mishra <kriti846292@gmail.com> Fri, Dec 9, 2022 at 1:16 PM
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Rakesh Pandey** <rakesh.pandey@indoreinstitute.com>
Date: Mon, 12 Sep 2022, 9:34 am
Subject: Final List of Selected Students for Campus Drive of RadixWeb
To: <aarchimishra0@gmail.com>, <aasthsjain764@gmail.com>, <abbasabmj53@gmail.com>, <abhishek.k.24051@gmail.com>, <adarshsatnami12@gmail.com>, <adibhandari123@gmail.com>, <adnanqur7860@gmail.com>, <ajitrawat578@gmail.com>, <akhilyadav10100@gamil.com>, <Amansoni7477030@gmail.com>, <amansinghchauhan2017@gmail.com>, <anjali.mukati2023@gmail.com>, <anjuwithsharma@gmail.com>, <annapoornasingh2704@gmail.com>, <jainarpit935@gmail.com>, <aryanarayantiwari@gmail.com>, <ayushpandya12@gmail.com>, <chandrashekharchouhan833@gmail.com>, <charupatidar2001@gmail.com>, <0701cs191015@uecu.ac.in>, <deepikanegidn99@gmail.com>, <dheeraj.joshi642@gmail.com>, <divyanshugour197@gmail.com>, <geetikarathore20@gmail.com>, <harshvardhan.singh2019@sait.ac.in>, <himanshu2832001sharma@gmail.com>, <raikwarjm7@gmail.com>, <jayeshkush91@gmail.com>, <keertichouhan68@gmail.com>, <kriti846292@gmail.com>, <kunal.sharmacseng@gmail.com>, <manpreetkaurbedi20@gmail.com>, <milancharan4@gmail.com>, <ayanshakeel02@gmail.com>, <nandanipaliwal127@gmail.com>, <bhudevisharma18aug@gmail.com>, <nikitamishra4820@gmail.com>, <nileshpanwar282@gmail.com>, <oshin.bhawsar2014@gmail.com>, <palakmajawdiya07@gmail.com>, <pankajporwal75@gmail.com>, <palp7645@gmail.com>, <pradhyump777@gmail.com>, <yashpachunkar@gmail.com>, <pravin.patil2019@sait.ac.in>, <premlimba4@gmail.com>, <priyanshulaad28@gmail.com>, <priyanshutripathi3001@gmail.com>, <rahul.rgupta30@gmail.com>, <rajatpatil32@gmail.com>, <guptaram465691@gmail.com>, <ranjanupadhyayritesh@gmail.com>, <ritik.s10120@gmail.com>, <aritu2630@gmail.com>, <rk2828555@gmail.com>, <roshniratnani2410@gmail.com>, <rounakkoushal01@gmail.com>, <sakshipatel042001@gmail.com>, <salonik172001@gmail.com>, <samrathpatidar26@gmail.com>, <santosh.kumbhkar3014@gmail.com>, <shalinipatel1702@gmail.com>, <shashwatbhadoriya17@gmail.com>, <sumitprajapat8684@gmail.com>, <tanishachawada369@gmail.com>, <bhardwajtanya2009@gmail.com>, <erurvashiupadhyay@gmail.com>, <vedant.tripathi532@gmail.com>, <vishnupaliwal055@gmail.com>, <yajat.jswl@gmail.com>, <yashsoni13052002@gmail.com>, <yogipatidar2603@gmail.com>
Cc: <vajid.ahmed@sait.ac.in>, <tpo@orientaluniversity.in>, MD. Alam SKITM, TPO <tpo@skitm.in>, <tpo.svvv@gmail.com>, <mit_tpo@yahoo.co.in>, tpo@uecu.ac.in <tpo@uecu.ac.in>

Dear All

Please find attached the updated & final list of selected students from IIST - Indore in the pool campus drive.

In the context above, we need confirmation from your end so we can also start inviting selected students for documentation.

Feel free to contact us in case of any doubt or query.

Below are the name of students.

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First Name	Last Name	Email Address	Final Status
Aarchi	Mishra	aarchimishra0@gmail.com	Offered
Aastha	Jain	aasthsjain764@gmail.com	Offered
Abbas	Amjherawala	abbasabmj53@gmail.com	Offered
Abhishek	Kulkarni	abhishek.k.24051@gmail.com	Offered
ADARSH	SATNAMI	adarshsatnami12@gmail.com	Offered
Aditya	Bhandari	adibhandari123@gmail.com	Offered
adnan	Qureshi	adnanqur7860@gmail.com	Offered
Ajit	Rawat	ajitrawat578@gmail.com	Offered
Akhil	Yadav	akhilyadav10100@gamil.com	Offered
Aman	soni	Amansoni7477030@gmail.com	Offered
Aman Singh	Chauhan	amansinghchauhan2017@gmail.com	Offered
Anjali	Mukati	anjali.mukati2023@gmail.com	Offered
Anjali	Sharma	anjuwithsharma@gmail.com	Offered
Annapoorna	Singh	annapoornasingh2704@gmail.com	Offered
Arpit	Jain	jainarpit935@gmail.com	Offered
Arya Narayan	Tiwari	aryanarayantiwari@gmail.com	Offered
Ayush	Pandya	ayushpandya12@gmail.com	Offered
Chandrashekhar	Chouhan	chandrashekharchouhan833@gmail.com	Offered
Charu	Patidar	charupatidar2001@gmail.com	Offered
Chetna	Patidar	0701cs191015@uecu.ac.in	Offered
Deepika	Negi	deepikanegidn99@gmail.com	Offered
Dheeraj	Joshi	dheeraj.joshi642@gmail.com	Offered
Divyanshu	Gour	divyanshugour197@gmail.com	Offered
Geetika Singh	Rathore	geetikarathore20@gmail.com	Offered
Harsh Vardhan	Singh	harshvardhan.singh2019@sait.ac.in	Offered
Himanshu	Sharma	himanshu2832001sharma@gmail.com	Offered
Jahanvi	Raikwar	raikwarjm7@gmail.com	Offered
Jayesh	Kushwah	jayeshkush91@gmail.com	Offered
Keerti	Chouhan	keertichouhan68@gmail.com	Offered
Kriti	Mishra	kriti846292@gmail.com	Offered
Kunal	Sharma	kunal.sharmacseng@gmail.com	Offered
Manpreet	Kaur Bedi	manpreetkaurbedi20@gmail.com	Offered
Milan	Charan	milancharan4@gmail.com	Offered
Mohd Ayan	Abbasi	ayanshakeel02@gmail.com	Offered
Nandani	Paliwal	nandanipaliwal127@gmail.com	Offered
Nidhi	Sharma	bhudevisharma18aug@gmail.com	Offered
Nikita	Mishra	nikitamishra4820@gmail.com	Offered
Nilesh	panwar	nileshpanwar282@gmail.com	Offered

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Oshin	Bhawsar	oshin.bhawsar2014@gmail.com	Offered
Palak	Majawdiya	palakmajawdiya07@gmail.com	Offered
Pankaj	Porwal	pankajporwal75@gmail.com	Offered
Pooja	Pal	palp7645@gmail.com	Offered
Pradhyum	Patidar	pradhyump777@gmail.com	Offered
Prathamesh	Pachunkar	yashpachunkar@gmail.com	Offered
pravin	patil	pravin.patil2019@sait.ac.in	Offered
Prem	Limba	premlimba4@gmail.com	Offered
Priyanshu	Laad	priyanshulaad28@gmail.com	Offered
priyanshu	tripathi	priyanshutripathi3001@gmail.com	Offered
Rahul	Gupta	rahul.rgupta30@gmail.com	Offered
Rajat	Patil	rajatpatil32@gmail.com	Offered
Ram	Gupta	guptaram465691@gmail.com	Offered
Ranjan	Upadhyay	ranjanupadhyayritesh@gmail.com	Offered
ritik	sisodiya	ritik.s10120@gmail.com	Offered
Ritu	Soni	aritu2630@gmail.com	Offered
Rohit	Kumar	rk2828555@gmail.com	Offered
Roshni	Ratnani	roshniratnani2410@gmail.com	Offered
Rounak	Koushal	rounakkoushal01@gmail.com	Offered
Sakshi	Patel	sakshipatel042001@gmail.com	Offered
Saloni	Kothari	salonik172001@gmail.com	Offered
Samrath	patidar	samrathpatidar26@gmail.com	Offered
santosh	kumbhkar	santosh.kumbhkar3014@gmail.com	Offered
shalini	patel	shalinipatel1702@gmail.com	Offered
Shashwat	Bhadoriya	shashwatbhadoriya17@gmail.com	Offered
Sumit	Prajapat	sumitprajapat8684@gmail.com	Offered
Tanisha	Chawada	tanishachawada369@gmail.com	Offered
Tanya	Bhardwaj	bhardwajtanya2009@gmail.com	Offered
urvashi	upadhyay	erurvashiupadhyay@gmail.com	Offered
Vedant	Tripathi	vedant.tripathi532@gmail.com	Offered
vishnu	paliwal	vishnupaliwal055@gmail.com	Offered
Yajat	Jaiswal	yajat.jswl@gmail.com	Offered
YASH	SONI	yashsoni13052002@gmail.com	Offered
Yogita	Patidar	yogipatidar2603@gmail.com	Offered

Thanks & Regards
Rakesh Pandey
Joint Director Placements & Corporate Relations
Mo. 9993683013
R.kpandeytnp@gmail.com
Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh
Toll Free: 1800 103 3069 | info@indoreinstitute.com | www.indoreinstitute.com

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Indore Institute of Science & Technology (IIST)
Indore Institute of Management & Research (IIMR)
Indore Institute of Pharmacy (IIP)
Opposite IIM, Pi

IIST_Final_Results.xls
62K







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ARAI (AUTOMOTIVE RESEARCH ASSOCIATION OF INDIA) - AAYUSHMAN JAIN

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(Research Institute of the Automotive Industry)

15th March 2023

Ms. Aayushman Jain
Indore Institute of Science and Technology, Indore

Dear Sir,

Sub: Offer for the post of 'Trainee Engineer' in *ARAI*

With reference to the interview you had with us during 20th February 2023, you are hereby offered the appointment with *ARAI*, as 'Trainee Engineer' for a specific Project Work, for a period of [illegible] from the date of joining. Based on your performance vis-a-vis requirements at that time, [illegible] will be taken.

During your Trainee period, you shall be paid stipend as under: -

Particulars	1st Year	2nd Year
Consolidated Stipend (P.M.)	Rs. 20,000/-	Rs. 22,[illegible]
Other Allowances (P.M.)	Rs. 19,000/-	Rs. 21,[illegible]
Transport Allowance (P.M.)	Rs. 1,000/-	Rs. 1,0[illegible]
Total (P.M.)	Rs. 40,000/-	Rs. 45,0[illegible]
Performance Retention Bonus (on successful completion & appraisal of assigned work)	Rs. 60,000/- (25% of Annual Stipend)	Rs. 67,500/- (25% of Annual Stipend)
CTC (Per Month)	Rs. 40,000/-	Rs. 45,000/-
Maximum CTC (Per Year)	Rs.5.40 Lakhs	Rs.6.075 Lakhs

(Approx. Deductions from Salary: Canteen-Rs. 300/-, Prof. Tax- Rs. 200/- & Welfare Fund- Rs. 20/- and Income Tax, if applicable)

This Stipend is not in any way linked with any increase in Dearness Allowance, House Rent Allowance etc. as applicable for regular employees. Please find enclosed herewith the Terms & Conditions of appointment in *ARAI* which are applicable to your category.

You will be entitled to the leave as per the existing rules and regulations in *ARAI*, applicable to your category. You will enjoy the closed holidays as declared for 2023, subject to any change, falling during your employment with *ARAI*.

In case you are agreeable to accept this offer, you are required to join the duty/on start of the month following completion of final examination with [illegible] nal letter from College/Institute competent authority. Accordingly, return the [illegible] ce of appointment' (attached to this letter), duly filled in, giving your concurrence on [illegible] latest by 20th March 2023.

At the time of joining, you are requested to bring along with [illegible] the certificate regarding qualification & mark sheets in original with one Xerox each duly attested, one recent pass-port size colored photograph and blood group report, for identify-cum-punching card.

Thanking you,

Yours faithfully,
For The *ARAI*

VIJAY A. PANKHAWALA
DEPUTY DIRECTOR & HEAD
(HR MGMT. & ADMIN.)
pankhawala.pa@araiindia.com

1. Terms and Conditions of Appointment
2. Letter of Acceptance

Placement Cell, Indore Institute of Science & Technology

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LIUGONG - ADARSH PRATAP SINGH







LIUGONG INDIA

Offer Letter

To,

15st March, 2023

Mr. Adarsh Pratap Singh Bais,
S/O Mr. Mahendra Pratap Singh Bais,
36 – Banganga Main Road Indore,
Madhya Pradesh - 452015

Dear Mr. Adarsh,

With reference to your application and subsequent discussions we had with you, we are pleased to confirm that you have been selected to work for **LiuGong India Pvt. Ltd.** We are delighted to make you the following job offer:-

The position we are offering is that of **GAT at the stipend Rs.18000/ per month** .Your place of posting would be at **Pithampur**. As mutually agreed upon, you will join the services of the company not later than **15/03/2023**.

The detailed letter of appointment will be issued to you on the date of joining.

Please sign the copy of this letter and returned to us **within 48 hrs**. A detailed appointment letter will be issued to you on date of Joining.

Best Regards
For LiuGong India Pvt. Ltd

Bajarang Kumar
Sr. Manager (HR/IR)

I accept the offer.
Adarsh Pratap Singh Bais

Following Documents are required at the time of Joining.

1. Copy of Educational & professional Certificate
2. Copy of Residential Address
3. 5 Copies of Photograph
4. PAN Proof and Aadhar Card.
5. Income Proof – (Form 16/ Taxable Income Certificate for Current Year)
6. Bank Cheque – Cancelled (For Bank Account Proof)
7. Relieving Letter / Acceptance of Resignation Letter

Note: Please bring the original documents at the time of verification.

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Rohit Inani <corporate.relations@indoreinstitute.com>

Force Motors Limited -GET Campus Drive

Ruchita Agal <ragal@forcemotors.com> Mon, Aug 7, 2023 at 11:50 AM
To: "Rohit Inani, Director CRC" <corporate.relations@indoreinstitute.com>

Dear Rohit ,

We have selected below students –

Akash Sen
Pragyesh sharma

Regards

Ruchita

From: Rohit Inani, Director CRC [mailto:corporate.relations@indoreinstitute.com]
Sent: 02 August 2023 11:36
To: Ruchita Agal
Subject: Re: Force Motors Limited -GET Campus Drive

Dear,

[Quoted text hidden]
[Quoted text hidden]

Error! Filename not specified.Error! Filename not specified.

[Quoted text hidden]

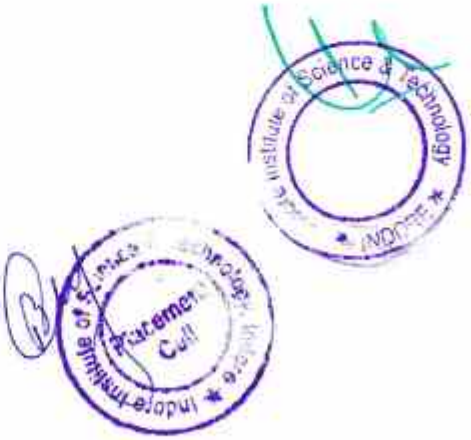




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FORCE MOTORS - AKASH SEN





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ALTIS INDUSTRIES - HARSHIT PATIDAR





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Gmail

Biplab Dey <biplab.dey@indoreinstitute.com>

Fwd: Congratulations - Welcome to Altis Family!!

Harshit Patidar <mr.harshitpatidar@gmail.com> Thu, 2 Nov at 12:48 PM
To: <biplab.dey@indoreinstitute.com>

---------- Forwarded message ---------
From: **Mohini Chouhan** <hr6@altis.in>
Date: Wed, Mar 15, 2023, 10:45 AM
Subject: Congratulations - Welcome to Altis Family!!
To: mr.harshitpatidar@gmail.com <mr.harshitpatidar@gmail.com>

Dear Harshit,

Greetings!!

We would like to inform that your date of joining is **17th March 2023 in Altis Industries Pvt. Ltd.** for the position of **"GET".**

Kindly find below the attached document checklist.

Do report at 09:30 AM on 17th March 2023 at (Plot No. BR-04, Industrial Growth Center, De notified Area, Pithampur-V, Dhar- 454774, MP) with all documents mentioned in the list (Original for verification & 2 photocopies of each document).

We look forward to welcoming you to the team.
If you have any questions or need additional information, please don't hesitate to contact me by email or phone.

Also revert with your Aadhar Card for confirmation.

Best Regards,

Mohini Chouhan
Jr. Executive - HRM

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Indore Institute of Science & Technology Placement Cell

The content of this email is confidential intended for the recipient specified in message only. It is strictly forbidden to share any part of this message with any third party, without the written consent of the sender. If you received this message by mistake, please reply to this message and follow with its deletion, so that we can ensure such a mistake does not occur in the future.

Document Check List_AIPL.pdf

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BUILDMATE - AMAN PANDEY

Indore Institute of Science & Technology
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INDORE
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BUILDMATE PROJECTS PRIVATE LIMITED

CIN: U45200TG1991PTC012959, GSTIN: 36AAACB8239P1Z6

LETTER OF OFFER

Date : 16.9.2022

To
Mr.Aman Pandey,
S/o Rakesh Ratan Pandey,
Indore

Dear Mr.Aman Pandey,

With reference to the interview / personal discussions you had with us, we have pleasure to appoint you as **"Graduate Engineer Trainee"** in our organization on the terms and conditions stipulated herein under:

- Initial training/Trail period will be for 6 months, during this period you will be paid Rs. 13,000/pm as CTC.
- After completion of 6 months of successful training, your salary will be revised based on your performance and suitability into different departments.
  (Design/Proposals/Costing/Fabrication/Planting/Purchase/Store/Marketing Department etc)
- Minimum increment will be Rs.2,000/- or more, based on the performance.
- Rs.2,000/- per month will be withheld by the company, till the retention amount is Rs. 72,000/-. After successful completion of 3 years of service with the company the retention amount will be returned to the candidate along with interest amount (minimum bank interest)
- Working lunch at Canteen will be provided at subsidized price as per company rules.

If you agree to above terms, you are hereby [illegible] to join us and submit the following documents along with 4 No's recent Passport Size Color Photos and the Original Certificates for verification.

1. DOB Certificate i.e. High School [illegible] are Certificate or any Such Certificate.
2. Xerox copies of [illegible]
3. Aadhaar Card.
4. Address Proof.
5. Any two references.

The detailed Appointment Letter containing terms and conditions shall be issued after completion of training period.

Please return second copy of the Letter in token of your acceptance of the Terms & Conditions specified hereinabove.

We heartily welcome you to our Buildmate Family and we wish you a happy and prosperous association with the Company.

Thanking You,

Yours Faithfully,
For **BUILDMATE PROJECTS PVT LTD**

(Authorized Signatory)

I hereby accept the terms and conditions of LOO

Signature: - _____

Full Name: - _____

Sy. No. 60-62, N.H.-44, Gundlapochampally (V), Medchal Dist, Hyderabad. - 500 014.
Telangana, INDIA. Ph: +91 7675989904 / 22
Email: hr@buildmate.in / accounts@buildmate.in www.buildmate.in

Indore Institute of Engineering & Science * INDORE * IQAC

Placement Cell

Institute of Engineering & Science

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INHIBEO WATER SOLUTIONS - AMAN SONI







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Rohit Inani <corporate.relations@indoreinstitute.com>

Selected Candidates List.

Inhibeo Water Solution Technologies Pvt Ltd <sales@inhibeo.com> Sat, Mar 25, 2023 at 3:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Envisolve LLP <sales@envisolve.in>, pradeep chandanan <info@inhibeo.com>

Dear Sir,
Kind Attention. Mr Rohit sir

Greetings from **INHIBEO WATER SOLUTION AND TECHNOLOGIES Pvt.Ltd.!!**

We are glad to announce result of the recruitment drive, we are done with our assessment.
Kindly find the names, and we will provide the offer letter soon, and inform the students with the same.

Name of selected candidates are mentioned below:
FOR INHIBEO:-
1.Piyali Saini - MBA
2.Aman soni - B tech. Mechanical
3.Ganjendra Singh Tomar - B tech. Mechanical

FOR ENVISOLVE

1.Kamal Singh Bisht - MBA
2.Rahul Pal - B tech.(Chemical)
3.Awez Ahmed Khan - B tech. (Civil)
4.Bhuvan Puranik - B tech.(Chemical)

Regards,

Vinayak Kaushal
INHIBEO WATER SOLUTION & TECHNOLOGIES PVT. LTD.

City Office: Inhibeo House, 201, Plot No. 27, Life Care Hospital Road, Scheme No. 78, Indore, Madhya Pradesh, India.
Factory: Plot No. 68, A.B. Road, Parking Area, Niranjanpur, Dewas Naka, Indore
Phone: 0731-4208315, **Cell:** 8149824085
E-mail: technical@inhibeo.com **Web: www.inhibeo.com**
Please consider the environment before printing this email

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Placement Cell

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MOTHERSON SUMI - ARPIT BUNDELA

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Gmail

Biplab Dey <biplab.dey@indoreinstitute.com>

Folder shared with you: "Motherson Sumi Systems Ltd. (MSSL) Registration Form (File responses)"

Jaiswal, Palak (MSWIL) <Palak.Jaiswal@mswil.motherson.com> Wed, 21 Jun at 2:53 PM
To: Biplab Dey <biplab.dey@indoreinstitute.com>

Dear Sir,

Please find selected candidate list those are final candidate .

Candidate List for 2nd Round				
S.No.	**Name**	**Contact**	**Branch**	**Post**
1	Rajat Bhatnagar	8982289844	Mechanical	GET
2	Vikas Kethwal	7772040200	Electrical	GET
3	Arpit Bundela	9754595281	Mechanical	GET
4	Deepak Singh	9755534835	Mechanical	GET
5	Ankit Pandey	9770784813	Mechanical	GET
6	Devendra Soni	6263855885	Mechanical	GET
7	Ankit Solanki	7489175795	Mechanical	GET
8	Priyanshu Singh	7879616900	Mechanical	GET

Regards

Palak Jaiswal







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Motherson Sumi Wiring India Ltd

Plot No. 3, Industrial Growth Centre
Pithampur Distt Dhar (Madhya Pradesh)
Dist. Dhar, Madhya Pradesh – 45775

Mob: +91 7804060806

www.motherson.com

From: Biplab Dey (via Google Drive) <drive-shares-dm-noreply@google.com>
Sent: 08 June 2023 09:57
To: Jaiswal, Palak (MSWIL) <Palak.Jaiswal@mswil.motherson.com>
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Indore Institute of Science & Technology (IIST)

Indore Institute of Management & Research (IIMR)

Indore Institute of Pharmacy (IIP)

Opposite IIM, Pithampur Road, Rau, Indore. Madhya Pradesh

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BUILDMATE - ANIRUDH MALVIYA

Indore Institute of Science & Technology
IQAC
INDORE
Indore Institute of Science & Technology
INDORE
Indore Institute of Science & Technology, Indore
Placement Cell

828

BUILDMATE PROJECTS PRIVATE LIMITED

CIN: U45200TG1991PTC012959, GSTIN: 36AAACB8239P1Z6

LETTER OF OFFER

To
Mr.Anirudh Malviya,
S/o.Madhusudhan Malviya,
Indore

Date : 16.9.2022

Dear Mr.Anirudh Malviya,

With reference to the interview / personal discussions you had with us we have pleasure to appoint you as **"Graduate Engineer Trainee"** in our organization on the terms and conditions stipulated herein under:

- Initial training/Trail period will be for 6 months, during this period you will be paid Rs 15,000 pm as CTC.
- After completion of 6 months of successful training, your salary will be revised based on your performance and suitability into different departments (Design/Proposals/Costing/Fabrication/Erection/Purchase/Stores/Marketing Departments).
- Minimum increment will be Rs.2,000/- or more based on the performance.
- Rs 2,000/- per month will be withheld by the company out of the retention amount is Rs.25,000/- After successful completion of 3 years [illegible] amount will be returned to the candidate along with [illegible]
- We are providing lunch at Canteen will be provided at subsidized price as per company rules.

If you agree to above terms, you are hereby requested to join duty and submit the following documents along with 4 Nos recent Passport Size photographs and the Original Certificates for verification.

1. Degree Certificate i.e. High School Passing Certificate/Degree Certificate or any such Certificate.
2. Xerox copies of education certificates
3. Aadhaar Card
4. Address Proof
5. Any two references

The detailed Appointment letter containing terms and conditions shall be issued after completion of training period.

Please return second copy of the Letter in token of your acceptance of the Terms & Conditions specified hereinabove.

We heartily welcome you to our Buildmate Family and we wish you a happy and prosperous association with the Company.

Thanking You,

Yours Faithfully,
For BUILDMATE PROJECTS PVT LTD.

(Authorized Signatory)

I hereby accept the terms and conditions of your offer.

Signature: -

Full Name: -

Sy. No. 60-62, N.H.-44, Gundlapochampally (V), Medchal Dist. Hyderabad. - 500 014
Telangana, INDIA. Ph: +91 7675989904 / 22
Email: hr@buildmate.in / accounts@buildmate.in www.buildmate.in

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

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PROPERTY PISTOL - ANKIT PANDEY







PROPERTYPISTOL.com
NO ONE TARGETS YOUR NEED BETTER

Date: 27th February 2023

Name of Candidate: **Mr. Ankit Pandey**

Subject: Offer Letter

Dear **Ankit,**

We have pleasure in offering you a position of **"Assistant Sales Manager"** at **Panvel** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **15th March 2023.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Ankit Pandey**

Annexure I

Earnings	Per Month	Annually
Basic Salary	17080	204960
HRA	6832	81984
Conveyance	800	9600
Others	3288	39456
Gross Salary	**28000**	**336000**
Deduction		
P.T.	200	2500
Net Salary	**27800**	**333500**
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	**68000**	**816000**

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

PINNACLE INDUSTRIES - NARENDRA KUMBHKAR







Pinnacle
INDUSTRIES

PIL/HR/APPT.LT./Interns/2022

01st September 2022

To,

Mr. Narendra Kumbhar
458/6, Nehru Nagar, LIG Colony, Indore (M.P.) 452011

Dear Narendra,

We are pleased to offer Training as a part of your course curriculum in our organization.

1. Your Training period will be for a period of 10 months (01st September 2022 to 30th June 2023).
2. You will undergo training at our office in Pithampur.
3. You will be paid an honorary stipend of **Rs.10, 000/-pm** (Rupees Ten Thousand Only) per month.
4. Your work timings are scheduled to be from 8:00 am to 4:30 pm on working days. You may be asked to work late or report early based on business requirements with prior intimation to your college.
5. During your training, you will abide by all rules and regulations that are applicable to our company employees. The company has the right to terminate, reduce, extend the training period without assigning reasons thereof.

As a token of acceptance of this offer, Kindly sign the duplicate copy of this letter and return the same to us at the earliest.

We once again welcome you to our organization and look forward to a long and mutually rewarding relationship with you in the future.

Sincerely Yours,

For Pinnacle Industries Limited.

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology

Arihant Mehta
President

I accept the terms and conditions of my training with the Company and agree to begin my training with the Company on or before 01st September 2022

Place: Date: Signature:

PINNACLE INDUSTRIES LIMITED

MANUFACTURING UNIT - 1
190-191, Sector 1, Industrial Estate
Pithampur - 454775,
Madhya Pradesh (India)

MANUFACTURING UNIT - 2
726/1/1, Sector 3, Village - Sukawad,
Pithampur - 454774,
Madhya Pradesh (India)

REGISTERED OFFICE
9th Floor, Pancheli Tech Park One,
Besides Rahul Theatre, Shivaji Nagar,
Pune - 411005, Maharashtra (India)
+91 20 6741 4040

info@pinnacleindustries.com

CIN No. - U29308PN1996PLC100600

www.pinnacleindustries.com

Placement Cell Indore Institute of Science & Technology

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

AMERICAN CHASE - CHRISTY P JUBI







835

hrindia@americanchase.com
Ph. 8308848731

Date: 06 Feb 2023

Dear Christy P Jubi,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment with our organisation. Please find the details below:

Position: Associate Trainee
Date of Joining: 01st Mar 2023.

Compensation: Annual Gross Compensation of Rs. 300000/- (Three Lakh Only).

Place of work: Your place of work will be Indore M.P India. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer, we request you to confirm your acceptance by signing a copy of this letter.

We congratulate you on your appointment and wish you a long and successful career with American Chase.

American Chase India !!!

Sincerely

1.0.123

PROPERTY PISTOL - DEVENDRA SONI

Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Selected Candidates from the PI held on 17th & 20th Feb 2023

2 messages

Dipanwita Chattopadhyay <dipanwita@propertypistol.com>
Bcc: kundan.bhavsar@indoreinstitute.com

Greetings!

PFB the selected candidate list.
Please note that Dubai candidates (marked in yellow) will have a second round of interviews with Shivendra sir for final selection. If not selected there, they can be given domestic locations.

Sr. No.	Date	Interview Panel	Unique ID	College	Name	Selection Comments
1	17-Feb-23	Mayank	D715	IIST Indore	Aditi Tiwari	Primary,CBD,01-Mar-23
2	17-Feb-23	Mayank	D717	IIST Indore	Astha Pandey	Primary,Pune,01-Apr-23
3	17-Feb-23	Mayank	D718	IIST Indore	Himanshu Mishra	Syndicate - Sourcing,Kharghar,10-Mar-2
4	17-Feb-23	Mayank	D720	IIST Indore	Kuldeep yadav	Syndicate - Sourcing,Kharghar,15-Mar-2
5	17-Feb-23	Mayank	D721	IIST Indore	Mitali Bindal	Primary,CBD,15-May-23
6	17-Feb-23	Mayank	D722	IIST Indore	Pradum Chourasiya	Syndicate - Sourcing,Andheri,15-May-2
7	17-Feb-23	Mayank	D723	IIST Indore	Prajakta Dubey	Primary,Pune,01-Apr-23
8	17-Feb-23	Mayank	D724	IIST Indore	Prakhar Joshi	Syndicate - Sourcing,Pune,05-Mar-23
9	17-Feb-23	Mayank	D725	IIST Indore	Prakhar Pal	Syndicate - Sourcing,Panvel,02-Mar-2
10	17-Feb-23	Mayank	D726	IIST Indore	Shashank Jaiswal	Syndicate - Sourcing,Dombivali,15-Mar-
11	17-Feb-23	Mayank	D729	IIST Indore	Shraddha Kumawat	Primary,CBD,15-Mar-23
12	17-Feb-23	Mayank	D731	IIST Indore	Jatin Gurnani	Primary,CBD,01-May-23
13	17-Feb-23	Mayank	D733	IIST Indore	Shivam bisen	Syndicate - Sourcing,Dombivali,01-Mar-
14	17-Feb-23	Mayank	D734	IIST Indore	Aditya Gupta	Syndicate - Sourcing,Panvel,15-Apr-2
15	17-Feb-23	Mayank	D736	IIST Indore	Ankit Pandey	Syndicate - Sourcing,Panvel,01-Mar-2
16	17-Feb-23	Mayank	D737	IIST Indore	Anshika Gupta	Primary,CBD,15-Mar-23
17	17-Feb-23	Mayank	D738	IIST Indore	Ayush Suryawanshi	Syndicate - Sourcing,Panvel,01-Mar-2
18	17-Feb-23	Mayank	D739	IIST Indore	Devendra Soni	Syndicate - Sourcing,Panvel,10-Mar-2
19	17-Feb-23	Mayank	D742	IIST Indore	Ratl Choudhary	Mandate - Closing,CBD,01-Jun-2
20	17-Feb-23	Mayank	D743	IIST Indore	Vishal Kumar Singh	Syndicate - Sourcing,Panvel,01-Jun-2
21	17-Feb-23	Siddharth	D744	Pillai College of Arts, Commerce & Science,New Panvel	Bansil Jugal kumar Jani	Syndicate - Calling,CBD,20-Mar-2
22	17-Feb-23	Siddharth	D746	Pillai College of Arts, Commerce & Science,New Panvel	Shreyas Manoj More	Syndicate - Sourcing,Kharghar,20-Mar-2
23	17-Feb-23	Siddharth	D749	Narayana Business School,Ahmedabad	Sumit Raghuwanshi	Syndicate - Sourcing,Pune,01-Mar-23
24	17-Feb-23	Siddharth	D750	Narayana Business School,Ahmedabad	Tamal Das	Syndicate - Sourcing,Bangalore,10-Mar
25	17-Feb-23	Siddharth	D751	ASM IBMR,Pune	GAWANDE GAURAO Sureshrao	Syndicate - Sourcing,Pune,20-Mar-23
26	17-Feb-23	Siddharth	D752	ASM IBMR,Pune	INGOLE PARAG Dharmaraj	Syndicate - Sourcing,Pune,27-Mar-23
27	17-Feb-23	Siddharth	D754	Amity Global Business School Noida	Anuj Nigam	Primary,Dubai/O/AD,01-Jun-23
28	17-Feb-23	Siddharth	D755	Amity Global Business School Noida	Ubaid Ahmad Peerzadah	Primary,Noida,01-Jun-23,Bike
29	17-Feb-23	Siddharth	D758	School of Economics DAVV Indore	Deepak Sardeja	Syndicate - Sourcing,Pune,15-Mar-23
30	17-Feb-23	Siddharth	D759	School of Economics DAVV Indore	Ishita Reja	Primary,CBD,15-Mar-23
31	17-Feb-23	Siddharth	D760	School of Economics DAVV Indore	Kusum Bharti	Primary,Pune,15-Mar-23
32	17-Feb-23	Siddharth	D761	School of Economics DAVV Indore	Siddharth Raj Singh	Syndicate - Sourcing,Noida,15-Mar-2
33	17-Feb-23	Siddharth	D762	School of Economics DAVV Indore	Suyash Gupta	Syndicate - Sourcing,Andheri,15-Mar-2
34	17-Feb-23	Siddharth	D763	Ramachandran International Institute of Management (RIIM),Pune	Rahul Singh	Syndicate - Sourcing,Vashi,01-Mar-23
35	17-Feb-23	Siddharth	D767	Lovely Professional University Punjab	Saumya Singh	Primary,Noida,20-Mar-23
36	17-Feb-23	Priyanka	D770	SNJB Institute Nashik	Aditya Suresh Parikh	Syndicate - Sourcing,Kharghar,01-Mar-2
37	17-Feb-23	Priyanka	D773	SNJB Institute Nashik	Atish Arun Gaikwad	Syndicate - Sourcing,Kharghar,01-Jun-2
38	17-Feb-23	Priyanka	D774	SNJB Institute Nashik	Ganesh Sandip Pawar	Syndicate - Sourcing,Pune,15-Jun-23
39	17-Feb-23	Priyanka	D775	SNJB Institute Nashik	Gitesh Harichandra Ahirrao	Syndicate - Sourcing,Pune,01-May-23
40	17-Feb-23	Priyanka	D777	SNJB Institute Nashik	Jayesh Rajendra Shelke	Syndicate - Sourcing,Pune,01-Jul-23
41	17-Feb-23	Priyanka	D779	SNJB Institute Nashik	Mayur Vinayak Ghorpade	Syndicate - Sourcing,Vashi,01-Jun-23
42	17-Feb-23	Priyanka	D780	SNJB Institute Nashik	Mohd. Noman Mohd. Irfan Shaikh	Syndicate - Sourcing,Kharghar,01-Apr-2
43	17-Feb-23	Priyanka	D781	SNJB Institute Nashik	Mukesh Kishor Deore	Syndicate - Sourcing,Kharghar,01-Jun-2
44	17-Feb-23	Avinash	D783	SNJB Institute Nashik	Prasad Ashok Kothe	Syndicate - Sourcing,Andheri,01-Apr-2
45	17-Feb-23	Avinash	D784	SNJB Institute Nashik	Purva Sushilkumar sonkiecha	Mandate - Closing,CBD,01-Apr-2
46	17-Feb-23	Avinash	D787	SNJB Institute Nashik	Sagar Anant Mahajan	Syndicate - Sourcing,Pune,01-Apr-23
47	17-Feb-23	Avinash	D788	SNJB Institute Nashik	Sagar Madhav Chaugule	Syndicate - Sourcing,Pune,01-Apr-23
48	17-Feb-23	Avinash	D795	SNJB Institute Nashik	Shubham Sunil Kothari	Syndicate - Sourcing,Pune,15-May-23
49	17-Feb-23	Avinash	D796	SNJB Institute Nashik	Shubhangi Kaushik Taskar	Primary,Pune,01-Apr-23
50	17-Feb-23	Avinash	D797	SNJB Institute Nashik	Siddheshwari Govind Tope	Syndicate - Calling,CBD,01-Jul-2
51	17-Feb-23	Avinash	D798	SNJB Institute Nashik	Sushil Aniruddha Tiwari	Syndicate - Sourcing,Pune,01-May-23
52	20-Feb-23	Avinash	D803	SNJB Institute Nashik	Vaibhavi Bhaskar Jadhav	Syndicate - Calling,CBD,01-May-2
53	20-Feb-23	Avinash	D804	SNJB Institute Nashik	Yash Rohidas Bhamare	Syndicate - Sourcing,CBD,01-Jun-23
54	20-Feb-23	Avinash	D805	SNJB Institute Nashik	Yashodip Gorakh Hiray	Syndicate - Sourcing,Thane,01-Jun-23

Warm Regards,

IQAC

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Dipanwita Chattopadhyay
at PropertyPistol Realty Pvt.Ltd.

A : 907-908, 9th Floor, NMS Titanium, Sector 15, CBD Belapur,
Navi Mumbai - 400614 |
E : dipanwita@propertypistol.com | W : www.propertypistol.com

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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>
To: Rohit Inani <corporate.relations@indoreinstitute.com>

Tue, Feb 21, 2023 at 1:39 PM

[Quoted text hidden]







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INHIBEO WATER SOLUTIONS - GAJENDRA SINGH TOMAR

Rohit Inani <corporate.relations@indoreinstitute.com>

Selected Candidates List.

Inhibeo Water Solution Technologies Pvt Ltd <sales@inhibeo.com> Sat, Mar 25, 2023 at 3:06 PM
To: Rohit Inani <corporate.relations@indoreinstitute.com>
Cc: Envisolve LLP <sales@envisolve.in>, pradeep chandanan <info@inhibeo.com>

Dear Sir,
Kind Attention, Mr Rohit sir

Greetings from **INHIBEO WATER SOLUTION AND TECHNOLOGIES Pvt.Ltd.!!**

We are glad to announce result of the recruitment drive, we are done with our assessment.
Kindly find the names, and we will provide the offer letter soon, and inform the students with the same.

Name of selected candidates are mentioned below:
FOR INHIBEO:-
1.Piyali Saini - MBA
2.Aman soni - B tech. Mechanical
3.Ganjendra Singh Tomar - B tech. Mechanical

FOR ENVISOLVE

1.Kamal Singh Bisht - MBA
2.Rahul Pal - B tech.(Chemical)
3.Awez Ahmed Khan - B tech. (Civil)
4.Bhuvan Puranik - B tech.(Chemical)

Regards,

Vinayak Kaushal
INHIBEO WATER SOLUTION & TECHNOLOGIES PVT. LTD.

City Office: Inhibeo House, 201, Plot No. 27, Life Care Hospital Road, Scheme No. 78, Indore, Madhya Pradesh, India.
Factory: Plot No. 68, A.B. Road, Parking Area, Niranjanpur, Dewas Naka, Indore
Phone: 0731-4208315, **Cell:** 8149824095
E-mail: technical@inhibeo.com **Web:** www.inhibeo.com
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Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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LIUGONG - KRISHNA SHARMA

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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LIUGONG
INDIA

Offer Letter

To,

15st March, 2023

Mr. Krishna Sharma,
S/O Mr. Dharmendra Sharma,
196 – Kalayan Sampat Green Colony,
Kalibillod, Indore,
Madhya Pradesh - 453001

Dear Mr. Krishna,

With reference to your application and subsequent discussions we had with you, we are pleased to confirm that you have been selected to work for **LiuGong India Pvt. Ltd.** We are delighted to make you the following job offer:-

The position we are offering is that of **GAT at the stipend Rs.18000/ per month** .Your place of posting would be at **Pithampur**. As mutually agreed upon, you will join the services of the company not later than **15/03/2023**.

The detailed letter of appointment will be issued to you on the date of joining.

Please sign the copy of this letter and returned to us **within 48 hrs**. A detailed appointment letter will be issued to you on date of Joining.

Best Regards
For LiuGong India Pvt. Ltd.

Bajarang Kumar
Sr. Manager (HR/IR)

I accept the offer.
Krishna Sharma

Following Documents are required at the time of Joining.

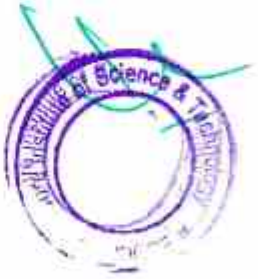
1. Copy of Educational & professional Certificate
2. Copy of Residential Address
3. 5 Copies of Photograph
4. PAN Proof and Aadhar Card.
5. Income Proof – (Form 16/ Taxable Income Certificate for Current Year)
6. Bank Cheque – Cancelled (For Bank Account Proof)
7. Relieving Letter / Acceptance of Resignation Letter

Note: Please bring the original documents at the time of verification.

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LIUGONG - MAHESH JOSHI







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LIGPL/HRA/15/03

LIUGONG
INDIA

15th March, 2023

To,
Mr. Mahesh Joshi,
S/O Mr. Gopal Joshi,
Flat no. 25, 31/4, 31/5, Ganesh Colony,
Rambag, Indore Nagar, Indore,
Madhya Pradesh - 452007

Sub: Appointment Letter as Apprentice Trainee

Dear Mahesh,

This refers to your application and the Subsequent Discussion we have had with you on **15th March, 2023** for **Graduate Apprentice Trainee** in **LiuGong India Private limited**. We are pleased to appoint you as trainee in our Pithampur Plant. The terms and conditions are as follows.

Terms and conditions for appointment as trainee

1. Your training period shall be of 12 months which may be terminated earlier in written communication without giving any notice or assigning any reasons.
2. Your training will commence w.e.f. **15th March 2023 to 14th March 2024.**
3. Upon completion of above mentioned training period of 12 months, this training will automatically come to an end.
4. During your training period you will be abide by the shift schedules and prevailing rules of discipline and you will adhere to the instructions given by your superiors assigned in the work area. You shall also observe all the safety rules whilst at training & in company premises.
5. Company reserves the rights to change your training area from time to time
6. You will be paid a stipend of **Rs. 18000/-** per month. You will not be offered any benefits or allowances apart from the mentioned above.
7. You will be eligible for leave as per policy of the company.
8. If the management notices at any point of time you are not conducive for imparting training, your training may be terminated without any notice or any payment in lieu of notice.

LIUGONG INDIA PVT. LTD. PITHAMPUR

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science & Technology INDORE

Liugong India Pvt. Ltd.
Factory : Plot No. 163, Sector - III
Pithampur-454 775 Dist. Dhar
T +91 7292 416702
Regd. Off.: 101, Okhla Industrial Estate
Phase - III, New Delhi - 110 020
T +91 11 47272200
www.liugong.com
CIN : U31900DL2007FTC167005

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LGPL/HRA/15/03

LIUGONG
INDIA

9. You will undergo all kind of test/Exams-Written oral or practical during training as applicable unless you pass this test/Exam, You will not be declared having successfully completed the training.

10. During the entire period of this engagement, you will not take up any other course, study, training assignments, job or any other kind of vocation or business, part-time or full time, without written permission of the company.

11. The above training neither creates any right of employment nor any preference to the employment.

12. Your appointment is subject to termination by either side upon serving a notice period of 30 days to the company.

13. This training contract can be terminated by either party at any time during the training period without any notice or pay in lieu of notice.

14. Please acknowledge the above terms have been accepted by signing the second copy of this appointment letter as Trainee.

15. While reporting for training, you must bring the following:-
a. Three copies of your recent stamped size photographs.
b. Original certificates along with photocopies in support your age & qualifications.

NOTE: According to the documents submitted by you to company, your Date of Birth is June 26, 2001.

For LiuGong India Pvt. Ltd

Mr. Balaraj Kumar
Sr. Manager - (HR/IR)

Placement Cell

Signature of Trainee

Mahesh Joshi

IOAS

Liugong India Pvt. Ltd.

Factory: Plot No. 183, Sector - III, Pithampur-454 775 Dist. Dhar
T +91 7292 416702

Regd. Off.: 101, Okhla Industrial Estate, Phase - III, New Delhi - 110 020
T +91 11 4727 0200
www.liugong.com

CIN: U31909DL2007FTC167906

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PINNACLE INDUSTRIES - NAMAN MEHTA

Pinnacle
INDUSTRIES

PIL/HR/APPT.LT./Interns/2022

01st September 2022

To,

Mr. Naman Mehta
MIG, A - 4/23, Mahananda Nagar, Ujjain (M.P.) 456010

Dear **Naman,**

We are pleased to offer Training as a part of your course curriculum in our organization.

1. Your Training period will be for a period of 10 months (01st September 2022 to 30th June 2023).
2. You will undergo training at our office in Pithampur.
3. You will be paid an honorary stipend of **Rs.10, 000/-**pm (Rupees Ten Thousand Only) per month.
4. Your work timings are scheduled to be from 8:00 am to 4.30 pm on working days. You may be asked to work late or report early based on business requirements with prior intimation to your college.
5. During your training, you will abide by all rules and regulations that are applicable to our company employees. The company has the right to terminate, reduce, extend the training period without assigning reasons thereof.

As a token of acceptance of this offer, Kindly sign the duplicate copy of this letter and return the same to us at the earliest.

We once again welcome you to our organization and look forward to a long and mutually rewarding relationship with you in the future.

Sincerely Yours,

For Pinnacle Industries Limited.

Arihant Mehta
President

Institute of Science IQAC INDORE

Institute of Science & Technology Placement Cell

I accept the terms and conditions of my training with the Company and agree to begin my training with the Company on or before 01st September 2022

Place: Date: Signature:

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LIUGONG - NITESH SINGH

Indore Institute of Science & Technology * INDORE *
Indore Institute of Science and Technology * INDORE * IQAC
Indore Institute of Science & Technology, Indore * Placement Cell

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Biplab Dey <biplab.dey@indoreinstitute.com>

LIPL | Offer Letter

Nitesh Singh <niteshsinghh18@gmail.com>
To: "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

------ Forwarded message ------
From: **neha.negi@liugong.com** <neha.negi@liugong.com>
Date: Tue, 14 Mar. 2023, 3:26 pm
Subject: LIPL | Offer Letter
To: niteshsinghh18 <niteshsinghh18@gmail.com>
Cc: biplab.dey <biplab.dey@indoreinstitute.com>

Dear Candidate,

With reference to your application and subsequent discussion+interview we had with you,we are pleased to confirm that you are selected as **GAT** with LiuGong India Private Ltd.
Please find the attached offer letter.

Kindly send the duly signed copy of the same as a token of your acceptance.

Also please bring along the below mentioned list of documents (Original +Photocopy) on the date of joining.

1. Academic Certificates- All Academics Mark sheets & Degree/ Certification
2. Appointment/Probation /Confirmation/Increment /Promotion letter of current organization + Previous Organization (If Experience) as per Resume/CV information
3. Salary Slips of last three months of current organization
4. Cancell Cheque /pass book copy
5. ID Proof- Aadhaar Card /Pan Card/Voter ID/Driving License
6. Medical Fitness Certificate by the registered MBBS Govt. Doctor is compulsory(attached is the From 32).
7. Character Certificate from Police station (Native Location / Residential Location)
8. LIPL plant reporting time for you is 8:30 am
9. You all need to carry Formals

We are happy to welcome you to our team.

Thanks & Regards

Neha Negi

Admin & HR Dept.
Liugong India Pvt. Ltd.
Plot No.163,Industrial Area,
Sector 3,Pithampur,District Dhar,
M.P., India - 454775
T +91-7292-416704 M +91 9755553152
F +91-7292-416701
neha.negi@liugong.com
www.liugong.com

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From: ganesh babu
Date: 2023-03-10 15:03
To: neha.negi@liugong.com
Subject: Re: LIPL |CTC offer

Dear Neha,
Thanks for CTC Offered , This is accepted for me.
Also Please confirm the location as we discussed , I will confirm the date of joining once i received the final appointment letter.

Best Regards,
Ganesh

On Fri, Mar 10, 2023 at 1:27 PM neha.negi@liugong.com <neha.negi@liugong.com> wrote:
> **Dear Mr. Ganesh ,**

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With reference to your application and subsequent discussion+interview we had with you,we are pleased to appoint you as a **"Asst.Manager - Product Application "**. with LiuGong India Private Ltd.

Please find below Draft CTC breakup.kindly review and confirm with date of joining the same to proceed further.

Warning - Highly Confidential !Sharing and discussion with any of LIPL Employees will cause dismissal of Offer

CTC OFFER

Employee No:		**Department:**	Product Application
Name:	Ganesh Babu Pillai	**Gross Salary:**	9,01,260
Designation:	Asst.Manager	**Variable Performance:**	50,000
Class Grade:	S1-4	**Company Welfare:**	98,741
Location	Pithampur, Plant	**Annual CTC:**	**10,50,001**

Compensation Details

Sr.No.	Particulars	Amount (Rs.)	Amount (Rs.)
A	**Gross Salary**	**Per Month**	**Per Annum**
		75,105	**9,01,260**
1	Basic	37,553	4,50,630
2	HRA	18,776	2,25,315
3	Uniform Maintenance Allowance	1,500	18,000
4	Child Education Allowance	200	2,400
5	Additional Allowance	17,076	2,04,915
	Gross Salary	**75,105**	**9,01,260**
B	**Variable performance Incentive**	**Per Quarter**	**Per Annum**
6	Variable Performance Incentive	12,500	**50,000**
D	**Company Welfare**	**Per Month**	**Per Annum**
		4,506	**98,741**
7	Employer contribution to Provident Fund	4,506	54,076
8	Medical Insurance Assistance		7,000
9	Accident Insurance		1,000
10	Bonus		15,000
11	Gratuity *		21,665
	Total		**10,50,001**

1. Gratuity will be paid as per Payment of Gratuity Act.

2. In order to claim HRA exemption employee needs to submit monthly rent receptur Rent agreement otherwise TDS shall be deducted on the amount of HRA.

3. Personnel accident insurance is must for all employees. if employees having own the medical insurance, submit the copy of the same with HR, else company will process on medical insurance for employees who are excluded from ESIC.

4. Variable Performance Incentive will be disbursed on quarterly basis as per the company performance evaluation & calculation policy.

5. Employer contribution of PF has been mentioned in Welfare part, employee has to contribute PF separately from salary.

Authorized Signatory:

Liugong India Pvt. Ltd.

Date:

Accepted by Employee:

Date:

Indore Institute of Science & Technology

Thanks & Regards

Neha Negi
Admin & HR Dept.
Liugong India Pvt. Ltd.
Plot No.163,Industrial Area,
Sector 3,Pithampur,District Dhar,
M.P., India - 454775
T +91-7292-416704 M +91 9755553132
F +91-7292-416701
neha.negi@liugong.com
www.liugong.com

IQAC Indore Institute of Science & Technology INDORE

Placement Cell Indore Institute of Science & Technology, Indore

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From: neha.negi@liugong.com
Date: 2023-03-10 11:45
To: ganeshbabu246
Subject: Documents

Dear Candidate !
Greetings of the Day!

With reference to your application and subsequent discussion+interview we had with you,we are pleased to confirm that you are selected for further Process in Liugong India Private Ltd.

Kindly share below mentioned document for further process & discussion (Plz find below link for reference)

1. Academic Certificates- All Academics Mark sheets & Degree/ Certification
2. Aadhar Card / Pan Card / Bank Details
3. Salary Slips of last three months of current organization. (If Applicable)
4.Appointment Letter /Offer Letter /Current CTC /Promotion /Appraisal Letter (current Organization)
5.Bank statement of last 6 month.

(Plz Note - All documents is mandatory to share to proceed.)

Thanks & Regards
Neba Negi
Admin & HR Dept.
Liugong India Pvt. Ltd.
Plot No.163,Industrial Area,
Sector 3,Pithampur,District Dhar,
M.P., India - 454775
T +91-7292-416704 M +91 9755553132
F +91-7292-416701
neha.negi@liugong.com
www.liugong.com

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6 attachments


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Form 32.docx
12K

Nitesh.pdf
157K







YAZAKI - NITIN PAL

Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell Indore

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CONFIDENTIAL
社外秘

YAZAKI

Date of Offer	26th July 2023		
Name	Niitn Pal		
Grade	GET		
Designation	Graduate Engineer Trainee - Design		
Location	Ranjangoan Pune	CTC	300177
Date of Joining	31st July 2023	**Take Home - 19078/-**	
Address	Ranjangoan Pune	**Offer**	
		Per Month	**Per Annum**
A	**Monthly Allowances**		
	Basic	11,500	138,000
	House Rent Assistance	4,600	55,200
	Conveyance Allowance	-	-
	Special Allowance	4,770	57,244
	Medical Reimbursement	-	-
	Leave Travel Assistance	958	11,495
	Total A	**21,828**	**261,939**
B	**Annual benefits**		**Per Annum**
	Bonus / Exgratia		10,000
	Performance Incentive		-
	Total A+B		**271,939**
C	**Retirement Benefits (if applicable)**		**Per Annum**
	Provident Fund - Company Contribution		21,600
	Gratuity - Provision		6,638
	Total C		**28,238**
	Total A+B+C		**300,177**

*** This Offer is Valid for 2 day.**
*** Kindly send your Resignation acceptance.**

FOR YAZAKI INDIA PVT. LTD.

Priyadarshee Pradhan
Assistant Vice President –Human Resources

Indore Institute of Science & Technology ★ INDORE ★

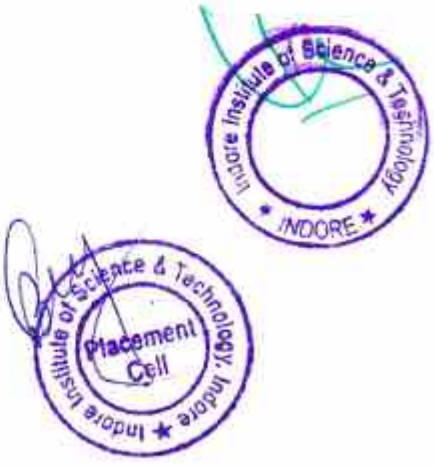
Indore Institute of Science & Technology ★ IQAC ★ INDORE ★

Indore Institute of Science & Technology, Indore ★ Placement Cell

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CG POWER - OM PRAKASH VISHWAKARMA





Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Placement Results | CG POWER AND INDUSTRIAL SOLUTIONS LIMITED

Abhimanyu Dadwal-MT-RSD <abhimanyu.dadwal@cgglobal.com> Wed, Jun 7, 2023 at 4:49 PM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Dear Kundan Ji,

I hope this email finds you well. I am writing to inform you about the successful interviews conducted by **CG Power and Industrial Solutions Limited** for the placement of students from an esteemed institution, **"IIST"**. We are pleased to declare the results of the interview process, as well as extend an invitation to the selected candidates to join the company immediately.

After a thorough assessment of the candidates' qualifications, skills, and performance during the interview, we are delighted to announce that the following students from IIST have been selected to work at **CG Power and Industrial Solutions Limited**.

Mechanical

1. Saurav Yadav
2. Shailendra Kumar Yadav
3. Omprakash Vishwakarma

EC

1. Anuj Kumar
2. Jaya Chandravanshi

These students have demonstrated exceptional talent, enthusiasm, and a strong commitment to their professional growth. We believe they will make valuable contributions to **CG Power and Industrial Solutions Limited** and excel in their respective roles.

The selected candidates are ready to begin their employment from 12th June' 2023 appointment letters will be given in the same day.

We kindly request you to assist in coordinating the necessary documentation Including :

a. Adhaar Card
b. PAN Card
c. Axis Bank Account(Mandatory)
d. Vaccination Certificate 2 doses mandatory
e. Educational Qualification Documents(Xerox will be retained by Company)

and formalities required for their smooth on-boarding process.

Additionally, I would like to mention that **CG Power and Industrial Solutions Limited** will be providing a stipend of **Rupees 11956/-** to these candidates during their training period. This stipend is intended to support them during their initial tenure with the company. Canteen Services are waived off, Candidates are advised to accommodate near company premises.

If you require any further details or need assistance with the on-boarding process, please do not hesitate to reach out to us. We are more than happy to provide any additional information or support required.

Thank you for your attention, and we look forward to a fruitful association between **IIST** and **CG Power and Industrial Solutions Limited.**

Thanks & Regards

Abhimanyu Dadwal

Management Trainee - Railway Signalling Division - Pithampur (RSD)

CG Power and Industrial Solutions Limited

Railway Signalling Division - Pithampur

11-B Ind. Area No. 1, Pithampur, Dhar, MP

T: 7480 426 450 M: +91 7599388154 W: www.cgglobal.com

Save the environment. Please print only if essential.

murugappa

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Indore Institute of Science & Technology IQAC INDORE

Indore Institute of Science & Technology Placement Cell

Indore Institute of Science &

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WALKOVER - PIYUSH SAWAYE

Indore Institute of Science & Technology, Indore ★ Placement Cell

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Indore Institute of Science and Technology ★ IQAC ★ INDORE ★

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Biplab Dey <biplab.dey@indoreinstitute.com>

Re: Piyush Sawaye PPO Letter from walkover

1 message

Piyush Sawaye <sawayepiyush@gmail.com> Wed, Jul 26, 2023 at 10:26 AM
To: Aayushi Sharma <aayushi@walkover.in>, "biplab.dey@indoreinstitute.com" <biplab.dey@indoreinstitute.com>

On Fri, 31 Mar, 2023, 17:40 Aayushi Sharma, <aayushi@walkover.in> wrote:

Dear Piyush,

We're happy to invite you to be a part of Team Walkover!

It's been fantastic to interact with you and we're looking forward to working with you.

We promise a long, hard, full of challenges, but fulfilling journey :)

Here is what you are in for:

Role: Technical Intern

DOJ: 2nd January 2023

Do send me a mail confirming the above. Looking forward to a very successful association :)

Best Wishes,

Aayushi Sharma

The views and opinions included in this email belong to their author and do not necessarily mirror the views and opinions of the company. Our employees are obliged not to make any defamatory clauses, infringe, or authorize infringement of any legal right. Therefore, the company will not take any liability for such statements included in emails. In case of any damages or other liabilities arising, employees are fully responsible for the content of their emails.



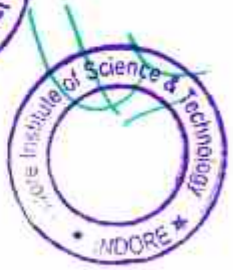




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FORCE MOTORS - PRAGYESH SHARMA







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Rohit Inani <corporate.relations@indoreinstitute.com>

Force Motors Limited -GET Campus Drive

Ruchita Agal <ragal@forcemotors.com> Mon, Aug 7, 2023 at 11:50 AM
To: "Rohit Inani, Director CRC" <corporate.relations@indoreinstitute.com>

Dear Rohit ,

We have selected below students –

Akash Sen
Pragyesh sharma

Regards

Ruchita

From: Rohit Inani, Director CRC [mailto:corporate.relations@indoreinstitute.com]
Sent: 02 August 2023 11:36
To: Ruchita Agal
Subject: Re: Force Motors Limited -GET Campus Drive

Dear,

[Quoted text hidden]
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Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology

Indore Institute of Science & Technology, Indore Placement Cell

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

MOTHERSON SUMI - PRIYANSHU PARAS







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Samvardhana Motherson International Limited
(formerly Motherson Sumi Systems Limited)
Head Office: Plot No.1, Sector-127, Noida-Greater Noida Expressway, Noida – 201301, U.P., India
Tel: +91-120-6679500, Fax: +91-120-6679270, Website: www.motherson.com

WORKS: Plot No. 514 to 517, New Area, KSEZ, Gandhidham – 370 230, Gujarat

14th October 2023

Mr. Priyanshu Paras
129 East Kariya Pather Ghamapur
Jabalpur MP.

LETTER OF OFFER

Dear Mr. **Priyanshu**

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as **"Graduate Engineer Trainee"** on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **16th October 2023 at 9.00AM.**

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

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment

Employment as per this offer is subject to your being medically fit.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Samvardhana Motherson International Limited.

Sorbhi Chaturvedi
Deputy General Manager- HRM

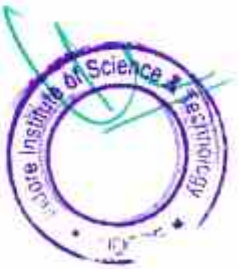
Regd Office:
Unit - 705, C Wing, ONE BKC, G Block
Bandra Kurla Complex, Bandra East
Mumbai - 400051, Maharashtra (India)
Tel: 022-61354800, Fax: 022-61354801
CIN No.: L34300MH1986PLC284510

Proud to be part of samvardhana motherson

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BUILDMATE - PRIYANSHU SINGH







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BUILDMATE PROJECTS PRIVATE LIMITED

CIN: U45200TG1991PTC012959, GSTIN: 36AAACB8239P1Z6

LETTER OF OFFER

To
MrPriyanshu Singh,
S/o Sanjay Singh,
Indore

Date : 16.9.2022

Dear Mr.Priyanshu Singh,

With reference to the interview / personal discussions you had with us, we have pleasure to appoint you as **"Graduate Engineer Trainee"** in our organization on the terms and conditions stipulated herein under:

- Initial training/ trial period will be for 6 months, during this period you will be paid Rs 15,500/ pm CTC.
- After completion of 6 months of successful training, your salary will be revised based on your performance and suitability into different departments (Design/Projects/Costing/Fabrication/Planning/Purchase/Stores/Marketing Departments)
- Minimum increment will be Rs.2,900/- or more, based on the performance.
- Rs.2,000/- per month will be withheld by the company, till the retention amount is Rs.25,000/- After successful completion of [illegible] service with the company the [illegible] amount will be [illegible] to the [illegible] account (minimum bank limit).
- [illegible] subsidized price as per company [illegible]

[illegible] to join us and submit the [illegible] documents [illegible] Original Certificates [illegible]

1. DOB Certificate i.e. High School/Higher Secondary Board Certificate or any [illegible] etc.
2. Xerox copies of education certificates
3. Aadhaar Card
4. Address Proof
5. Any two references

The detailed Appointment Letter containing terms and conditions shall be issued after completion of training period.

Please return second copy of the Letter as proof of your acceptance of the Terms and conditions specified hereinabove.

We warmly welcome you to our Buildmate family and we wish you a happy and prosperous association with the Company.

Thanking You,

Yours Faithfully,
For BUILDMATE PROJECTS PVT LTD

(Authorized Signatory)

I hereby accept the terms and conditions of LOO

Signature: –

Sy. No. 60-62, N.H.-44, Gundlapochampally (V), Medchal Dist. Hyderabad. - 500 014.
Telangana, INDIA. Ph: +91 7675969904 / 22
Email: hr@buildmate.in / accounts@buildmate.in www.buildmate.in

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FELIX GENERICS - RONAK PATIDAR

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology INDORE

Indore Institute of Science & Technology, Indore Placement Cell

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Felix
Felix Generics Pvt Ltd.

20th May 2023

Ronak Patidar,
1985, New Dwarkapuri,
Indore – 452009,

Dear Mr. Patidar,

Sub: Your employment with Felix Generics Private Limited

With reference to our discussion, we are pleased to offer you employment with Felix Generics Private Limited ("**Company**") as **a Trainee – Engineering** as per the terms and conditions mentioned below:

- You will be paid a basic salary of Rs. 12,133/- (Rupees Twelve Thousand One Hundred Thirty-Three only) per month.
- You will be paid House Rent Allowance of Rs. 8,493/- (Rupees Eleven Thousand Four Hundred only) per month.
- You will be eligible for PF and Gratuity as per rules and regulations of the Company which may be in force from time to time and applicable to your level.
- The detailed break up of your compensation is given in Annexure 1.

You will be posted at **Manufacturing Plant, Pithampur** but the Management reserves the right to transfer you at any time from one department to another, branch office, subsidiary, associate companies situated anywhere in India or abroad, whether existing or acquired later on. Upon such transfer, rules and regulations applicable to such post and place will be applicable to you.

During the tenure of your service with the Company or thereafter, you will not in any manner divulge to any person nor use for any purpose except for discharge of your official duties any information about the policies, operations, plans, know-how, processes, systems and procedures relating to the Company and its associates to whom you have an access to know during the course of your employment.

While in employment of the Company, including period of your leave, you will not take either part time or full-time employment or engage in any trade/business/profession without the prior written permission of the Management.

All works such as research, development, modifications, systems, policies, manuals, products, brands, surveys, etc., carried out for the Company during the course of your employment shall be the property of the Company.

You will apply and maintain the highest standards of personal conduct and integrity and will deal with Company's money, materials, documents, reputation etc. with utmost honesty and diligence. You will not accept nor give cause to accept any gifts, commissions or other favour of any kind from any individual or body associated with the Company. Any violation of these or any other company procedures can result in disciplinary action against you.

Your appointment is based on the information furnished by you. If it is found that you have misrepresented, concealed or given any wrong information about your candidature at the time of your appointment, your services can be terminated without any notice or compensation.

Please note that when you are on board you go through the medical examination mentioned in the annexure 2. Your appointment is subject to your medical fitness by company appointed medical practitioner. Your services can be terminated without any notice or compensation, if found medically unfit as per company policy. Company hereby reserves the right to take final decision and would be binding on both.

Ronak Patidar

FELIX GENERICS PRIVATE LIMITED

Regd. Office :
5th Floor, Enkay Centre, A-Block,
Vanijya Nikunj, Udyog Vihar Phase-5,
Gurgaon-122016, Haryana, India
T: +91-124 4712222

R & D Centre :
Wegmans Business Park, 5TH Floor, IT Tower-1,
Plot No. 3, Sector Knowledge Park-III,
Surajpur Kasna Road, Distt. Gautam Budh Nagar,
Greater Noida-201308, Uttar Pradesh, India
T: +91-120 2977277/78/79

Manufacturing Plant :
Plot No. M-24,25,26,27,
Special Economic Zone,
Phase-II, Pithampur, Distt. Dhar,
Madhya Pradesh, India, 454775

Email: corporate.ind@felixvet.com CIN No. U24100DL2017PTC368943

Indore Institute of Science & Technology, Indore IQAC INDORE
Indore Institute of Science & Technology, Indore Placement Cell
Indore Institute of Science & Technology, Indore

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Felix
Felix Generics Pvt Ltd.

You will be on probation for a period of six (06) months from the date of your joining. Your performance and conduct will be monitored during the probation period. Your services may be terminated without assigning any reason during the initial probationary period. During the probation period, the Company may terminate your employment at any time on 30 (thirty) days' notice, or upon payment in lieu of notice (ie basic pay) under applicable law. You may terminate employment at 30 (thirty) days' notice to the Company, or subject to the Company's approval, upon payment in lieu of notice (ie basic pay).

You will be entitled to claim relocation expenses, as applicable and approved by the company. For that you need to submit at least three quotations from movers and packers, out of which the company will approve at least one. Your relocation expenses will be reimbursement only on submission of the original bill through "reimbursement form" only. The amount reimbursed for relocation expenses will be recovered from you if you leave the organization within one year of joining.

You will be governed by the rules and regulations of the Company which are in force and which may become effective from time to time.

You will retire from the services of the company on attaining the age of 60 years (Sixty years). For determination of age the details in the documents furnished by you at the time of joining will be deemed to be final. Upon your separation from the company on account of any of retirement, resignation or termination, you need to immediately return to the company all the assets and property (including any leased property) of the company including documents, company provided uniforms, files, books, papers and memos in your possession or custody. You will also immediately return any letter of authority or power of attorney issued to you.

You are requested to report for duty on or before 01st June 2023 at 09:30 AM. On the day of your joining, you are required to submit the following documents:

(i) Relevant copies of academic /professional attainments and work experience.
(ii) Documentary evidence of date of birth, relieving letter and tax-deduction certificate from last employer, details of last salary, appointment letter of current employer.
(iii) Signed copy of Confidentiality agreement

We are very delighted about having you join the Company and trust that you will find it both challenging and rewarding. To confirm your acceptance, please sign on each page in acceptance of the terms and conditions set out therein and return a copy of this letter.

Sincerely,

For Felix Generics Private Limited

DocuSigned by:
Neeraj Agrawal
E8B8D3A41587428...

Name: Neeraj Agrawal
Designation: Managing Director

Ronak Patidar

FELIX GENERICS PRIVATE LIMITED

Regd. Office :
bth Floor, Enkay Centre, A-Block,
Vanijya Nikunj, Udyog Vihar Phase-5,
Gurgaon-122016, Haryana, India
T: +91-124 4712222

R & D Centre :
Wegmans Business Park, 5TH Floor, IT Tower-1,
Plot No. 3, Sector Knowledge Park-III,
Surajpur Kasna Road, Distt. Gautam Budh Nagar,
Greater Noida-201308, Uttar Pradesh, India
T: +91-120 2977277/78/79

Manufacturing Plant :
Plot No. M-24,25,26,27,
Special Economic Zone,
Phase-II, Pithampur, Distt. Dhar,
Madhya Pradesh, India, 454775

Email: corporate.ind@felixvet.com CIN No. U24100HR2014PTC068943

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DocuSign Envelope ID: 3E7ED336-21ED-4AB0-9E4F-9B2FB8962A1E

Felix
Felix Generics Pvt Ltd.

Annexure 1: Break-up of Salary

Earnings Head	Salary (Rs.)	
	Monthly	Yearly
A. Monthly Emoluments		
Basic	12,133	1,45,596
HRA	8,493	1,01,916
Sub Total (A)	**20,626**	**2,47,512**
B. Retiral Benefits		
PF (Employer Contribution)	1,456	17,472
ESIC (Employer Contribution)	670	8,040
* Gratuity	584	7,008
Sub Total (B)	**2,710**	**32,520**
Total (A+B)	**23,336**	**2,80,032**
Loyalty Bonus		**20,000**
Total CTC		**2,20,040**

- * You will be entitled to gratuity in accordance with the rules governing such payment as per gratuity act 1972.
- *** A Loyalty bonus shall be payable in block of 04 years of your continuous service (you are eligible for payment of loyalty bonus only after completion of 04 years of continuous service with Felix Generics Pvt. Ltd.)

Institute of Science and Technology IQAC INDORE

DocuSigned by:

Institute of Science & Technology Placement Cell

Ronak Patidar

FELIX GENERICS PRIVATE LIMITED

Regd. Office :
5th Floor, Enkay Centre, A-Block,
Vanijya Nikunj, Udyog Vihar Phase-5,
Gurgaon-122016, Haryana, India
T: +91-124 4712222

R & D Centre :
Weymans Business Park, 5TH Floor, IT Tower-1,
Plot No. 3, Sector Knowledge Park-III,
Surajpur Kasna Road, Distt. Gautam Budh Nagar,
Greater Noida-201308, Uttar Pradesh, India
T: +91-120 2977277/78/79

Manufacturing Plant :
Plot No. M-24,25,26,27,
Special Economic Zone,
Phase-II, Pithampur, Distt. Dhar,
Madhya Pradesh, India, 454775

Email: corporate.ind@felixvet.com CIN No. U24100HR2014PTC068943

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DocuSign Envelope ID: 3E7ED336-21ED-4AB0-9E4F-9B2FB8962A1E

Felix
Felix Generics Pvt Ltd.

Annexure 2: List of Medical tests

⇨ Minimum following Medical tests shall be conducted at the time of Joining.

1. CBC, ESR
2. Fasting / Random Blood Glucose
3. Blood grouping with Rhesus Factor
4. Routine Urine Examination
5. Color Vision & Ophthalmology Examination
6. X-Ray Chest PA View
7. ENT Examination
8. Allergic condition
9. Physical check-up Weight, height, dermal condition, blood pressure.

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Institute of Science & Technology

Institute of Science & Technology, Indore Placement Cell

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CG POWER - SAURAV KUMAR







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Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Placement Results | CG POWER AND INDUSTRIAL SOLUTIONS LIMITED

Abhimanyu Dadwal-MT-RSD <abhimanyu.dadwal@cgglobal.com> Wed, Jun 7, 2023 at 4:49 PM
To: Kundan Bhavsar <kundan.bhavsar@indoreinstitute.com>

Dear Kundan Ji,

I hope this email finds you well. I am writing to inform you about the successful interviews conducted by **CG Power and Industrial Solutions Limited** for the placement of students from an esteemed institution, "**IIST**". We are pleased to declare the results of the interview process, as well as extend an invitation to the selected candidates to join the company immediately.

After a thorough assessment of the candidates' qualifications, skills, and performance during the interview, we are delighted to announce that the following students from IIST have been selected to work at **CG Power and Industrial Solutions Limited**.

Mechanical

1. Saurav Yadav
2. Shailendra Kumar Yadav
3. Omprakash Vishwakarma

EC

1. Anuj Kumar
2. Jaya Chandravanshi

These students have demonstrated exceptional talent, enthusiasm, and a strong commitment to their professional growth. We believe they will make valuable contributions to **CG Power and Industrial Solutions Limited** and excel in their respective roles.

The selected candidates are ready to begin their employment from 12th June' 2023 appointment letters will be given in the same day.

We kindly request you to assist in coordinating the necessary documentation Including :

a. Adhaar Card
b. PAN Card
c. Axis Bank Account(Mandatory)
d. Vaccination Certificate 2 doses mandatory
e. Educational Qualification Documents(Xerox will be retained by Company)

and formalities required for their smooth on-boarding process.

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Additionally, I would like to mention that **CG Power and Industrial Solutions Limited** will be providing a stipend of **Rupees 11956/-** to these candidates during their training period. This stipend is intended to support them during their initial tenure with the company. Canteen Services are waived off, Candidates are advised to accommodate near company premises.

If you require any further details or need assistance with the on-boarding process, please do not hesitate to reach out to us. We are more than happy to provide any additional information or support required.

Thank you for your attention, and we look forward to a fruitful association between **IIST** and **CG Power and Industrial Solutions Limited.**

Thanks & Regards

Abhimanyu Dadwal

Management Trainee - Railway Signalling Division - Pithampur (RSD)

CG Power and Industrial Solutions Limited

Smart solutions. Strong relationships.

Railway Signalling Division - Pithampur

11-B Ind. Area No. 1, Pithampur, Dhar, MP

T: 7480 426 450 M: +91 7589388154 W: www.cgglobal.com

murugappa

Save the environment. Please print only if essential.

CG DISCLAIMER: This email contains confidential information. It is intended exclusively for the addressees. If you are not an addressee, you must not store, transmit or disclose its contents. Instead please notify the sender immediately; and permanently delete this e-mail from your computer systems. We have taken reasonable precautions to ensure that no viruses are present. However, you must check this email and the attachments, for viruses. We accept no liability whatsoever, for any detriment caused by any transmitted virus.

Indore Institute of Science and Technology IQAC INDORE

Indore Institute of Science & Technology, Indore Placement Cell

Indore Institute of Science & Technology INDORE

877

INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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SKILLISH - SHAILENDRA KUMAR MISHRA







874

Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-55

01/03/2023

Attach / Paste
Your Photo Here

Dear **Shailendra Kumar Mishra**,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **10000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____ DATE:
(Candidate's Signature)

875

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____ DATE:
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

Institute of Science and Technology IQAC INDORE

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Placement Cell Indore Institute of Science & Technology Indore

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GENERAL MOTORS - SHIVANGI PATIDAR

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Ref: GMTCI/HR/0024/2023

17/03/2023

Shivangi Patidar
Mukati Gali,
MHOW, Madhya Pradesh, 453441

Dear Shivangi,

On behalf of GM Tech Center Ind(P) Ltd, we are pleased to issue this appointment letter for the position stated below in our Technical Centre at Bangalore. The following information confirms the details of your remuneration and other benefits:

Position Title: Graduate Engineer Trainee - Manufacturing Engineering
Work Location: GM India - Technical Center - ITPL - Creator Bldg Office
You will be placed in 5C of our Management Category.

Start Date: 03/07/2023

Basic: ₹ 26330.00
HRA: ₹13,170.00
Uniform / Professional Attire Maintenance Allowance: ₹1,500.00
Conveyance Allowance: ₹1,600.00
Medical Reimbursement: ₹1,250.00
Children Education Allowance: ₹600.00
Employee Professional Development Allowance: ₹2,640.00
Special Allowance: ₹14,775.00
Leave Travel Assistance: ₹3,950.00

PF: ₹ 3160.00
Gratuity: ₹ 1266.00
Personal Accident Insurance: ₹ 110.00
Group Mediclaim Insurance: ₹ 2414.00
Group Term Insurance: ₹ 125.00

Institute of Science & Technology IQAC INDORE

Institute of Science & Technology

teamGM Performance Plan at 100% **: ₹ 71080.00
**Your teamGM Performance Pay target for the year 2023 will be 9% of your Guaranteed Annual Cash

GENERAL MOTORS

Institute of Science & Technology Placement Cell Indore

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Components. The actual pay-out will vary based on the Performance of the Organization and further adjusted for individual's performance.

More Information about your job offer:

- **teamGM Performance Plan:** Once you become a member of the General Motors family, you become eligible to participate in the annual teamGM Performance Plan. This is a performance bonus, based on how well both you and the company succeeded during the calendar year. If payouts are made, they may be more or less than the target depending on performance measures. Your target percentage opportunity is noted above and is based on your annual base salary. Your first payout will be pro-rated depending on time worked.

- You are required to join on or before your above noted Start Date. In the case you do not join on or before the Start Date, this appointment order shall be treated as withdrawn.

- It is understood that this appointment is being offered to you on the basis of the particulars submitted by you in your application for appointment. However, if at any time it should emerge that the particulars furnished by you, either during your background verification processes or at any other time as required to be submitted by you to the GM Human Resource Teams as maybe applicable during or post your confirmation or appointment or both with any of GM's entities, were false/incorrect or that any material or relevant information had been suppressed or concealed, this appointment will be considered ineffective and irregular and your services would be liable to be terminated forthwith without notice. This will be without prejudice to the right of the management to take disciplinary action against you for the same.

- You shall always have your postal address or communication address kept with the management with all its changes immediately as and when they may occur including at the time when you proceed on leave. All communications sent by the management at such address shall be deemed to have been communicated to you. The management may also paste any such communication on the notice board of its office/ establishment where you are for the time being posted and the same shall be deemed to be service on you.

- It is agreed that any dispute of whatsoever nature between you and the management will be subject to the jurisdiction of Courts at Bangalore only.

- Your performance being the essence of this assignment, highest importance to the same is expected from you. Your performance will be appraised at regular intervals and salary adjustments made accordingly or any monetary or non-monetary benefits given to you. In all matters relating to grant of increment and / or promotion, merit will get priority over seniority in service. The decision of the management will be final in this regard.

- You shall be governed by the GM Corporate Policies, Winning with Integrity, Standing Order(s) and other Rules and Regulations of the management as framed or amended from time to time.

Making an offer decision in Workday:

Refer to your offer response deadline as it is listed above. You will be able to make your offer decision on the My Application page in your Workday profile. By accepting my appointment, I agree to the terms and conditions of the appointment letter and in token of acceptance of the same, I affix my signature here under. I am a/not a relative of a Director of this Company within the meaning of section 6 and 314 of the Companies Act, 1956. I shall join my duty on or before 03/07/2023.







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The other terms and conditions related to your employment are enclosed. If you need any clarification in this regard, you may please contact the undersigned.

Congratulations again on receiving your appointment! We look forward to you joining the GM Tech Center Ind(P) Ltd family as, together, we continue to grow and transform the industry.

Sincerely,

Annapurna, Assistant General Manager - Human Resources
GM Tech Center India (P) Ltd

Authorized Signatory

EMPLOYEE DECLARATION

I _____ hereby declare and affirm that I have studied and understood the terms and conditions of the employment herein detailed and I accept and undertake to abide by the said terms and conditions.

Employee Signature: _____

Date: _____







GENERAL MOTORS

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LIUGONG - SHUBHAM DWIVEDI







LIUGONG
INDIA

Offer Letter

15st March, 2023

To,
Mr. Shubham Dwivedi,
S/O Mr. Banmali Dwivedi,
89 – B, Suryadev Nagar, Indore,
Madhya Pradesh - 452009

Dear Mr. Shubham,

With reference to your application and subsequent discussions we had with you, we are pleased to confirm that you have been selected to work for **LiuGong India Pvt. Ltd.** We are delighted to make you the following job offer:-

The position we are offering is that of **GAT at the stipend Rs.18000/ per month** .Your place of posting would be at **Pithampur**. As mutually agreed upon, you will join the services of the company not later than **15/03/2023**.

The detailed letter of appointment will be issued to you on the date of joining.

Please sign the copy of this letter and returned to us **within 48 hrs.** A detailed appointment letter will be issued to you on date of Joining.

Best Regards,
For LiuGong India Pvt. Ltd

Bajarang Kumar
Sr. Manager (HR/IR)

I accept the offer.
Shubham Dwivedi

Following Documents are required at the time of Joining.
1. Copy of Educational & professional Certificate
2. Copy of Residential Address
3. 5 Copies of Photograph
4. PAN Proof and Aadhar Card.
5. Income Proof – (Form 16/ Taxable Income Certificate for Current Year)
6. Bank Cheque – Cancelled (For Bank Account Proof)
7. Relieving Letter / Acceptance of Resignation Letter

Note: Please bring the original documents at the time of verification.

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SKILLISH - SHUBHAM VISHWAKARMA

IQAC

Placement Cell

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Skillish
We Enlighten your skills

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

SKILLISH 23-63

01/03/2023

Attach / Paste
Your Photo Here

Dear **Shubham vishwakarma,**

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Trainee** with Skillish, with a commencement date of **13/03/2023**. Please report to the undersigned on **13/03/2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 07 days of unpaid training from **13/03/2023 to 22/03/2023**
On the Job Training Start Date: **23/03/2023**
On the Job Training End Date: **23/08/2023**

COMPENSATION DURING PROBATION/ INTERNSHIP:

Stipend : **INR 15000** Per Month + **INR 8000** as incentives
Target : **180000 INR** per month.

We request you to send the copy of this letter to hr@skillish.in and cc: hr.ridhambansal@skillish.in along with the documents mentioned in Annexure.
If we do not receive the above-mentioned documents in token of acceptance from you within 2 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.
I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Skillish, and will report on or before 13/03/2023.

SIGNATURE: _____
(Candidate's Signature)

Institute of Science and Technology IQAC INDORE
Institute of Science & Technology Placement Cell DATE
Institute of Science & Technology INDORE

885

SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

Working Hours: 9 Hours a day (Inc. Lunch Break).

Job Type: Full Time Training/Internship.

Location: Gurugram (as communicated by HRD).

POST PROBATION / INTERNSHIP PACKAGE: (Based on Performance during Probation/Internship)

Salary Range: **4 LPA** + Incentive (Performance based)

ANNEXURE

SL.No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10th standard or equivalent examination • 12th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR: • Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: • Bank Passbook First Page • Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- During the training period you will not receive any of the employee benefits that regular employees receive.

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SF- 349, Ansal Palam Corporate Plaza,
Palam Vihar, Gurugram, Haryana, 122017
hr@skillish.in
|| PAN: ABJCS5615A

- The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- At any time if you wish to discontinue the training due to personal reasons, you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month Stipend.
- You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- The original documents you provided will be returned back after completion of background verification. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company E-mail of your manager only.
- Post successful completion of the Training tenure, the candidate will be prone to performance-based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: DATE: _____
(Candidate's Signature)

Aadhar Number: _____

PAN Number: _____

Beneficiary Name: _____

Bank Name: _____

IFSC code: _____

Account no: _____

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

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TMEIC - SUNDARAM TIWARI







888

TMEIC Industrial Systems India Private Limited
Plot No 316,2nd Phase, Vasanthnarasapura Industrial Area,
Kora Hobli, Tumkur Taluk & District – 572 128

TMEIC

Date: 10/04/2023

Ref: TMEIC/2023/ GET/PE

Mr. Sundaram Tiwari
299, Rishi Nagar,
Indore
Madhya Pradesh-452015

Subject: **Offer for Training with the Organization.**

Dear Mr. Sundaram Tiwari

This has a reference to the interaction that you had with us on 04th April'2023.

Thank you for exploring career opportunities with TMEIC Industrial Systems India Pvt Ltd. We are pleased to inform you that based on the interviews conducted recently, you are selected as **"Graduate Engineer Trainee"** in our organization. You shall undergo training in our organization for a period of one year commencing from the date of your joining the organization.

As informed by your educational institute, your final examinations are due to get completed in the 2nd week of May 2023 and you will receive your results and certificates by 4th week of May 2023. Your selection as a Trainee in our organization is subject to your passing the final academic exams in the first attempt (B. Tech or M. Tech as the case be) and acquire the degree. Please note that you will have to produce the final passing certificate along with the marksheet to the organization immediately after the declaration of the results.

Considering the foregoing, you are required to join the organization tentatively between 5th June 2023 to 15th June 2023. The exact date of joining will be communicated to you. In the event of failing to acquire the required qualification and/or submitting the marksheet and passing certificate, this offer of traineeship will stand withdrawn. Also, if you fail to join on the date communicated to you, this offer will stand withdrawn.

You shall be operating from our **PE factory Plot no 316, Vasanthnarasapura Industrial Area, 2nd Phase, Yalladadlu Village, Kora Hobli, Tumkur Taluk & District, Karnataka State-572128, India.** In times to come, based on the requirements, you may be placed at any other locations where the company has factory, office, or business activities, either in India or abroad.

During the training period, you will be paid an all-inclusive/Cost to Company (CTC) compensation of **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Additionally, you will also be paid a one-time amount of **Rs. 50,000/-** (Rupees Fifty Thousand Only) as Bonus for successful completion of the training with satisfactory level of performance. This one-time payment shall be made to you at the end of your training period.

In case you leave on your own or the management terminates your traineeship for whatever reason before the said period of one year or you fail to perform as per the expectations of the management, you shall not be eligible for receiving the above-mentioned one-time amount.

The details of your Compensation and Benefits are mentioned in **Annexure-A.** The terms and conditions that will govern your training are mentioned in **Annexure-B.**

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TMEIC Industrial Systems India Private Limited
Plot No 316,2nd Phase, Vasanthnarasapura Industrial Area,
Kora Hobli, Tumkur Taluk & District – 572 128

This offer automatically stands terminated at the end of the period of one year unless you are informed otherwise about further extension of training in writing by the management.

In case of further clarifications, please feel free to contact Ms. Amruta Patil on mobile: 8951958176 (email: amruta.patil@tmeic.in).

We welcome you to **TMEIC India** and look forward to a mutually beneficial association.

Upon receipt of this letter, you are required to send a signed copy of this letter to the HR department immediately for records in token of your acceptance of the offer.

We welcome you to TMEIC India and look forward to a long and mutually beneficial association.

For TMEIC Industrial Systems India Pvt. Ltd.

Uttam Rathod
Head Corporate HR

Encl.: Annexure – A (Pay and benefits)
Annexure – B (Terms & Conditions of Traineeship)

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TMEIC Industrial Systems India Private Limited
Plot No 316,2nd Phase, Vasanthnarasapura Industrial Area,
Kora Hobli, Tumkur Taluk & District –572 128

TMEIC

Annexure A
Pay and Benefits

Name: Sundaram Tiwari
Designation:Graduate Engineer Trainee
Grade: GET

Fixed Component	**Monthly (INR)**	**Annual (INR)**
I) Basic Salary	21,500	2,58,000
II) Other Flexi Allowances	6,886	82,630
A) Total Fixed Components (I+II)	**28,386**	**3,40,630**
Benefits		
III) Employer's contribution to the Provident Fund (As per the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952, @ 12% of the Basic Salary)	2,580	30,960
IV) Gratuity (As per the provisions of the Gratuity Act, 1972). Payable on completion of minimum 5 years of service with the company.		12,410
V) Notional Value of Insurance Premium paid by the company for Group Mediclaim Policy, Group Personal Accident Policy & Group Term Life Insurance Policy		16,000
B) Total Benefits (III+IV+V)		**59,370**
C) Variable Pay		
Total CTC (A+B+C)		**4,00,000**

Other Flexi Allowances	
Other Flexi Allowances can be claimed under the following heads and limits. (House Rent Allowance, Leave Travel Allowance, Meal coupens and Car cost reimbursement are exempted as per the provision and limits specified under the Income Tax act).	
Allowance	**Permissible Limit**
House Rent Allowance	Upto 40 % of Basic Salary (50% for employees in the Metro cities)
Leave Travel Allowance*	Upto INR 1,00,000 Per annum
Meal Coupons	INR 13,200 per annum or INR 26,400 per annum. Employees in the factory are not eligible for this
Car Cost Reimbursement**	INR 21,600 per annum for the car of less than 1600 cc and INR 28800 for the car more than 1600 cc
Supplementary Allowance	Balance Amount
***Leave Travel Allowance:** Reimbursement can be claimed in accordance with the Income Tax rules. Unclaimed amount if any at end of the financial year shall be taxed and credited to employee account.	
****Car Cost Reimbursement:** Can be claimed only by the employee who uses his/her own car for commuting from home to office regularly. The car must be registered in the employee's name to claim this benefit. Employee to submit the registration certificate. If the employee uses company provided transport for such commuting, he/she will not be to claimed this benefit.	
Variable Pay: If applicable, is payable annually. The payment is based upon the company's performance and the individual performance ratings of the employee for the period under review	

Insurance Benefits
Group Term Life Insurance Coverage:- INR 1 Crore or Ten times Gross CTC whichever is lower
Group Personal Accident Insurance Coverage:- INR 15,00,000 or Two times Gross CTC whichever is higher
Group Mediclaim Policy Coverage –INR 4,50,000 for Self, Spouse, Two dependent Children upto the age of 25 years and Dependent Parents.

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TMEIC Industrial Systems India Private Limited
Plot No 316,2nd Phase, Vasanthnarasapura Industrial Area,
Kora Hobli, Tumkur Taluk & District —572 128

TMEIC

Annexure – B

Training agreement

1. Your appointment is subject to your clearing the pre-training medical check-up from the hospital/lab as maybe notified by the company. The company reserves the right to withdraw this offer should you be declared medically unfit by the doctor.

2. **Termination of Training**

a. During the training period of one year, either party can terminate this contract without giving any notice or without giving any reason.
b. At the end of the duration of the training period of one year, the company/management at its sole discretion, may decide to offer you a regular employment on its rolls, else your traineeship shall automatically stand terminated.
c. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on training. In such case, your training shall automatically come to an end without any notice of termination.

3. **Compensation and Benefits Emoluments**

a. The details of your Annual Compensation and Benefits and its break-up on Cost to Company (CTC) basis is presented in **Annexure A.**
b. The terms and conditions of your service, including the compensation break up as shown in Annexure - A are based on prevailing Company policies, procedures and other rules as applicable. The same are subject to change/revision as and when necessary. In all other services matters, you shall be governed by the policies of the Company as are in force at present or from time to time. Soft copies of all these would be made available to you upon your joining the company.
c. Your individual remuneration is strictly confidential, and you are prohibited from sharing the same with other employees.

Leave

Leave, holidays and working hours, shall be as per the company policies applicable to you.

Statutory Benefits

You shall be entitled to PF, ESI, Gratuity, Bonus as per the provisions of law applicable in this behalf.

The provisions of Employees' Compensation Act 1923 would be applicable in the event of any injury/accident arising out of and in the course of traineeship, subject to you not been governed by the provisions of Employees' State Insurance Act 1948.

4. **Confidentiality and Non-Disclosure**

Secrecy

During the period of your traineeship, you shall not, except as authorized or required by your obligations in terms hereof, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, or confidential information contained in any manuals and /or dealings concerning to the business, finances, external and internal transactions of the Company and/or its Affiliates/Associates/Group Companies, including but not limited to all data including, company contacts, processes, policies, strategies involving marketing, advertising operations; contractual obligations, business expansion plans, designs, drawings, innovations which may come to your knowledge due to your working with the company and/ or be imparted to you by the Company during your traineeship. You shall hold in strict confidence, all such information.

You shall not, during the term of your traineeship or at any time thereafter, use any such information relating to the business of the Company and/or its affiliates/ associates/ group companies for your personal gains or share with a third party.

On relinquishment of your traineeship for any reason, you shall immediately return all such records, documents, data, drawings, designs belonging to the company, if in your possession in any manner and shall not attempt to retain copies of any data, records, know how or information of the company with you. You undertake to sign an agreement in this regard if so demanded by the company or its customers due to business exigencies. If the company is required to sign a confidentiality or non-disclosure agreement with its customers or suppliers, the same shall automatically become binding upon you. Violation or breach of the said conditions shall attract penal / criminal consequences.

5. Intellectual Property

a. You are explicitly forbidden from using content and other work developed by you for any other purpose other than for the company. You are strictly prohibited from sending such data through emails or copying such data by using electronic media for yourself or others.

b. The rights to any invention, discovery or creation of new system or method related to the company's operations arising out of any work done by you during your traineeship, would automatically and solely vest with the company.

c. All intellectual property rights, including, but not limited to, Patents, Copyrights, Methodologies, Processes, Designs, drawings shall be assignable to the Company. You shall execute/sign such documents for this purpose, as and when required by the Company.

6. General Code of Conduct

a. You shall be required to undertake travel for company work whenever required.

b. Your position is of a full-time engagement with the company and you shall devote your whole time, attention and ability, exclusively to the business of the company.

c. You shall not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture Holder) in any other trade or business or pursue any course of study, during the traineeship with the company, without prior express written permission of the management.

d. You shall not, either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.

e. You shall be governed by Rules, Regulations, Policies and the Standards of conduct (SOC) of the company which are in force and as may be amended from time to time.

f. You shall conduct yourself professionally, at all the times while on duty.

g. You shall effectively perform to achieve the targets set for you by the company. You shall be required to work extra hours whenever the job so requires.

h. Your address given by you to the company in your application shall be considered to be correct for the purpose of sending any communication to you. Any change in your address shall be intimated by you to the company in writing within three days of such change, failing which any communication sent to you at your last known address shall be deemed to have been effectively served.

i. Any correspondence, information including letters, notice of confirmation, transfer, promotion, termination, resignation, policy matters or any other communication received and

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sent on the official e-mail ID provided to you by the company or on your personal e mail ID and on your WhatsApp number notified by you to the company shall be treated as duly served.

6. **Corporate Credit Card**
If the nature of training so demands, the company may provide you with a corporate credit card. It is explicitly made clear that such credit card be used only for the official purpose, as per the policy for paying for the expenses arising out of your official transactions. You shall not use this corporate credit card for any of your personal purpose.

7. **Domestic and Overseas Transfers**
The Company reserves the right to transfer you by protecting your present emoluments to any other location, branch, unit, factory of the company which presently is in existence or may come into existence at some future date. You shall abide by such transfer orders. In such situation, the terms and conditions of service applicable to the new site/assignment shall govern you. The company may also alter the terms of your traineeship to suit the new assignment.

8. **Domestic and Overseas Assignments/Training/Deputation** You may be assigned on deputation, loaned to sister concerns, associate companies, client's locations or to third parties with whom the company has business association either in India or abroad. You may also be sent for periodic business training to any such place including but not limited to as mentioned above. On being selected for such deputation you undertake to sign a deputation agreement and execute a Surety Bond, if so required by the company on such terms as the Company may deem appropriate. While on deputation your terms of traineeship like leave, holiday, hours of working etc. shall be governed by the terms and conditions as applicable to the concerned site/location.

9. **Restrictions on Harassment and Discrimination:**
You shall not sexually harass any person/female employee or discriminate against any person on the grounds of religion, caste, race, color of skin, national or ethnic origin, belief or sexual orientation. You shall at all-time inform your superior of any fact, that constitute harassment or discrimination. You shall not engage into any of the acts prohibited under the sexual harassment of women employees at workplace (Prevention, prohibition and redressal) Act 2013

10. **Use of Social Media**
Social media usage by you in no manner should be deterrent to the Name, Brand, Goodwill of the company. Social media includes blogs, social networking sites, instant messaging, discussion forums and others. Any expression of personal views or opinions on the Company and its operations on the social networking forums or any disclosure of business information therein may expose you to legal violations. You should refrain from making any comment about the company, its business partners, vendors or any of the entities related to the Company in social media forums. Even while using the social media in one's own personal capacity, use of the company logo or the Company's name is prohibited. Social media policy of the company shall be binding on you.

11. **Company's Right to Monitor:**
The company reserves the right to monitor, intercept, review and access your computer/ laptop provided by the company, Telephone logs of the cell phone/sim card provided by the company, internet usage, voicemail, e-mail, and other communication facilities provided by the company during your traineeship. It is important for you to

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note that and you are made aware that any and all communication(s) and activity(s) on Company equipment or premises cannot be presumed private.
You shall not use the Company's computer, software, equipment, internet, telecommunication and email facilities for any purpose other than the business of the Company.

12. **Prohibition on Disparagement:**
During your traineeship and at all times thereafter, you shall not make any false, defamatory or disparaging statements about the Company, its employees, Officers, Managers or Directors that are likely to cause damage to the reputation of the company or the person.

13. **Violation/breach of the agreement and Jurisdiction**
Any breach/violation of the above terms and conditions of the traineeship shall be dealt in accordance with Law.
Even if deputed overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of the terms of your traineeship shall be the courts in Tumkur, Bangalore only.

14. **At the time of joining, you are requested to submit the following documents:**

a. Self-Attested copy of Certificates supporting your educational qualifications (from Standard 10th /SSLC/ICSE onwards) along with marks sheets.
b. Self-Attested copy of Your Aadhar card
c. Self-attested copy of PAN card
d. Self-Attested copy of Your Driving License
e. Self-Attested copy of Your valid passport (if available)
f. Five colored passport sized photographs with blue background.

This offer of traineeship has been issued to you based on the information furnished/documentary proofs submitted by you as per the list mentioned above. However, if any discrepancies are observed in these documentary proofs submitted by you, the Company reserves the right to revoke the offer.

In case, any discrepancies are observed anytime in the future, the company reserves to terminate your traineeship without giving any notice.

Acceptance and Acknowledgement

I, ... hereby acknowledge that I have read all the terms and conditions mentioned above in the offer of traineeship and confirm my acceptance to the same, including the terms and conditions mentioned therein.

I will join the company on or before.....

.....

Signature

Date

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INDORE INSTITUTE OF SCIENCE & TECHNOLOGY

Approved by AICTE, New Delhi, Affiliated to RGPV, Bhopal, Recognized by UGC under Section 2(f)

LIUGONG - VEDANT DHOTE

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LIUGONG
INDIA

Offer Letter

18th July, 2023

To,

Mr. Vedant Hote
S/O Shailesh Hote
G-2 Apartment 557 datt nagar near,
rajendra nagar, Indore M.P 452012

Dear Mr.Vedant,

With reference to your application and subsequent discussions we had with you, we are pleased to confirm that you have been selected to work for **LiuGong India Pvt Ltd.** We are delighted to make you the following job offer:-

The position we are offering is that of **GAT at the Stipened of 18000/per month** .Your place of posting would be at **Pithampur.** As mutually agreed upon, you will join the services of the company not later than **20/07/2022.**

The detailed letter of appointment will be issued to you on the date of joining.

Please sign the copy of this letter and returned to us **within 48 hrs.** A detailed appointment letter will be issued to you on date of Joining.

Best Regards
For LiuGong India Pvt Ltd

Liugong India Pvt Ltd HR Pithampur

Bajarang Kumar
Sr. Manager (HR/IR)

I accept the offer.
Vedant Hote

Following Documents are required at the time of Joining.

1. Copy of Educational & professional Certificate
2. Copy of Residential Address
3. 5 Copies of Photograph
4. PAN Proof and Aadhar Card.
5. Income Proof – (Form 16/ Taxable Income Certificate for Current Year)
6. Bank Cheque – Cancelled (For Bank Account Proof)
7. Relieving Letter / Acceptance of Resignation Letter

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Note: Please bring the original documents at the time of verification.

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MOTHERSON SUMI - VIKAS OJHA

motherson

Samvardhana Motherson International Limited
(formerly Motherson Sumi Systems Limited)
Head Office: Plot No.1, Sector-127, Noida-Greater Noida Expressway, Noida - 201301, U.P., India
Tel: +91-120-6679500, Fax: +91-120-6679270, Website: www.motherson.com

WORKS: Plot No. 514 to 517, New Area, KSEZ, Gandhidham – 370 230, Gujarat

14th October 2023

Mr. Vikas Ojha
1235 Scheme no 51 M.no 2791132
Sangam Nagar Indore.

LETTER OF OFFER

Dear Mr. **Vikas**

This has reference to your application and subsequent discussions with us for employment, in our organization.

We are pleased to offer you the employment in our organization as **"Graduate Engineer Trainee"** on remuneration mutually discussed and agreed upon. You are requested to join your duty on or before **16th October 2023** at **9.00AM.**

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

- All Educational and Professional Qualification certificates (Original).
- Original Testimonials in support of Date of Birth (Certificate of Class X).
- All original Employment records (Relieving Letter & Experience Certificate from all previous Employers)
- Passport/Voter ID card/UID card & PAN card (mandatory)
- Aadhaar Card/Aadhaar No. (Mandatory)
- Photocopy of all the above testimonials.
- Four Colored Passport size Photographs in formal attire with white background.

The offer has been made based on information furnished by you. However if there is any discrepancy found in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment

Employment as per this offer is subject to your being medically fit.

You shall be issued a regular letter of appointment on your joining the Organization.

We are confident that you will play a key role in our company's expansion into national and international markets. We assure you of our support for your professional development and growth.

Thanking you,
For Samvardhana Motherson International Limited.

Surbhi Chaturvedi
Deputy General Manager- HRM

Regd Office:
Unit – 705, C Wing, ONE BKC, G Block
Bandra Kurla Complex, Bandra East
Mumbai – 400051, Maharashtra (India)
Tel: 022-61354600, Fax: 022-61354601
CIN No.: L34300MH1986PLC284510

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