



**Lokmanya Tilak Jankalyan Shikshan Sanstha's
PRIYADARSHINI BHAGWATI COLLEGE OF ENGINEERING**

Harpur Nagar, Umred Road (Near Bada Tajbagh), Nagpur-24
(Approved by AICTE, New Delhi, Govt. of Maharashtra
and affiliated to Rashtrasant Tukdoji Maharaj Nagpur University)
Email: principalpbcoe@gmail.com, Website: www.pbcoe.edu.in



NAAC Accredited

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the years 2020-2021.

Particulars	Page No.
Number of outgoing students Placed and Progressed to Higher Education in year 2020-2021	2 to 56

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

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2020-2021	NISHANT NARENDRA WAGHMARE	Mech	2021	National Bank for Agriculture	7.00 LPA
2020-2021	Pratik Barde	Mech	2021	INFOSYS LIMITED	7.00 LPA
2020-2021	Runita Bhasgauri	EC	2021	Deloitte	7 LPA
2020-2021	Pushpakant Hapat	Mech	2021	Zealous Web technologies	6.50 LPA
2020-2021	VISHWESHWAR TATOBA KUND	CSE	2021	Nanostuffs Technologies Pvt. Ltd.	6.5 LPA
2020-2021	Anuj Prakash Pohankar	Mech	2021	Accenture Solutions Pvt.	6.00 LPA
2020-2021	Saurabh Raut	Mech	2021	Tata Steel Ltd.	5.50 LPA
2020-2021	Ms. Rutvi Nikhil Tank	Mech	2021	Tech Mahindra Ltd.	4.80 LPA
2020-2021	PRAJYOT RAJESH KHODE	EC	2021	ZF INDIA	4.75 LPA
2020-2021	ANAND HARESHWAR KAWALE	EC	2021	ZF INDIA	4.75 LPA
2020-2021	Jayant Rajan Kurve	CSE	2021	Global logic	4.74 LPA
2020-2021	swati bhagwanji dhandale	EC	2021	GeBBS, Health care Solution Pvt. Ltd, 022-	4.63 LPA
2020-2021	Prashant Dahake	Mech	2021	Hero MotoCorp Ltd.	4.60 LPA
2020-2021	Roshan Tarnekar	Mech	2021	Jio Platform LTD	4.60 LPA
2020-2021	Bhagyashree Ghotekar	IT	2021	Accenture	4.6 LPA
2020-2021	Sonali Mahesh Bhagwat	CSE	2021	Accenture	4.5LPA
2020-2021	Suraj Hate	Mech	2021	TATA Consultancy Services	4.56 LPA
2020-2021	pratik shambharkar	CSE	2021	Persistent systems	4.51 LPA
2020-2021	yash shende	CSE	2021	Persistent systems	4.50 LPA
2020-2021	Akhilesh Ganvir	Mech	2021	NGRT Systems Pvt. Ltd.N	4.50 LPA
2020-2021	Hrushikesh Kailash Kamble	Mech	2021	Infosys Limited	4.50 LPA
2020-2021	Akanksha Watmode	CSE	2021	Accenture	4.5 LPA
2020-2021	Pooja Sudhir Khubalkar	CSE	2021	Accenture	4.5 LPA
2020-2021	Chaitanya Prashant Akre	CSE	2021	Accenture	4.5 LPA
2020-2021	Akhilesh Saurangpate	CSE	2021	Accenture	4.5 LPA
2020-2021	Jayant Rajan kurve	CSE	2021	Accenture	4.5 LPA
2020-2021	Avantika manohar bhandirge	IT	2021	Accenture	4.5 LPA
2020-2021	Shiwani Dnyaneshwar Udatewar	IT	2021	Accenture	4.5 LPA
2020-2021	Anuj Pohankar	Mech	2021	Accenture	4.5 LPA
2020-2021	CHAITANYA PRASHANT AKRE	CSE	2021	Accenture	4.5 LPA
2020-2021	Jayant Rajan Kurve	CSE	2021	Cognizant	4 LPA
2020-2021	Sneha Tarnekar	CSE	2021	Cognizant	4 LPA
2020-2021	Abhishek Sonsare	Mech	2021	Capgemini	4 LPA
2020-2021	Samiksha Sunil Sarode	IT	2021	Cognizant technology solutions	3.6LPA
2020-2021	Aarti Kathane	CSE	2021	Infosys	3.6 LPA
2020-2021	Ritesh Kubde	IT	2021	Everex Infotech pvt. Ltd.	3.6 LPA
2020-2021	Renuka Bhure	EC	2021	Infosys	3.6 LPA

2020-2021	Revati Uddhao Padole	EC	2021	Data patterns (India) Ltd	3.6 LPA
2020-2021	Sneha Tarnekar	CSE	2021	Excellon	3.5 LPA
2020-2021	Jayant Rajan kurve	CSE	2021	Excellon	3.5 LPA
2020-2021	Dikhsa Zodape	CSE	2021	Excellon	3.5 LPA
2020-2021	Fatema Karanjawala	CSE	2021	Excellon	3.5 LPA
2020-2021	ANKUR PRASHANT MANEKAR	CSE	2021	Wipro	3.5 LPA
2020-2021	Trupti Shinde	EC	2021	V3 Novus	3.5 LPA
2020-2021	Mili R.Thakur	CSE	2021	TCS	3.36LPA
2020-2021	ANKIT ANIL GAJBHIYE	CSE	2021	TECH MAHINDRA	3.36LPA
2020-2021	HARSH ATUL VAIDYA	CSE	2021	INFOSYS	3.36LPA
2020-2021	Nisha Chauhan	EC	2021	TCS	3.36 LPA
2020-2021	Nandini Morade	CSE	2021	TCS	3.36 LPA
2020-2021	AVINASH NEMICHAND BAWANE	CSE	2021	INFOSYS	3.36 LPA
2020-2021	KETAN GANGADHAR SELOKAR	CSE	2021	INFOSYS	3.36 LPA
2020-2021	Akshay Nagarkar	Mech	2021	Dhandania Infotech Nagp	3.36 LPA
2020-2021	Harshal Wagh	Mech	2021	Bharat Electronics Ltd.(B	3.36 LPA
2020-2021	Shital Sahare	Mech	2021	Aron Infotech Nagpur	3.36 LPA
2020-2021	Yadnesh Wao	Mech	2021	Tech Mahindra Ltd.	3.36 LPA
2020-2021	Jayant Rajan kurve	CSE	2021	Webtech Developers Pvt.	3.25 LPA
2020-2021	Sneha Tarnekar	CSE	2021	Thinkitive Technologies	3.25 LPA
2020-2021	Pushpakant Hepat	Mech	2021	SAKA engineering system	3.25 LPA
2020-2021	PRATIKA SATISH NANWATE	CSE	2021	Tech Mahindra	3.25 LPA
2020-2021	SAMIKSHA KAMLAKAR PESHANE	CSE	2021	Tech Mahindra Limited.	3.25 LPA
2020-2021	SAKSHI CHAKRADHAR INGOLE	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SAKSHI AJAY SALODKAR	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SHRADDHA SHRIKANT JAGDALE	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SNEHA GPOAL RAMTEKKAR	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SRUSHTI SANJAY BHONDLE	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SAKSHI CHAKRADHAR INGOLE	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SAKSHI AJAY SALODKAR	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SHRADDHA SHRIKANT JAGDALE	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SNEHA GPOAL RAMTEKKAR	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	SRUSHTI SANJAY BHONDLE	CIVIL	2021	Sagar Balani Structural C	3.25 LPA
2020-2021	Sandesh Borikar	EC	2021	Alten India Pvt Ltd	3.2 LPA
2020-2021	Abhijeet Thawre	EC	2021	Cygni	3.18 LPA
2020-2021	Ayush Tembhrne	Mech	2021	Ashok Leyland	3.00 LPA
2020-2021	Bhushan Janbandhu	Mech	2021	Mahindra & Mahindra Ltd	3.00 LPA
2020-2021	Dipak Malamkar	Mech	2021	HDFC Bank	3.00 LPA
2020-2021	Md.Sajid Md.Shabbir	Mech	2021	Government Polytecnic K	3.00 LPA
2020-2021	Prathamesh Wadhai	Mech	2021	Walmart	3.00 LPA
2020-2021	SWAPNIL TITARE	CSE	2021	SMARTEK	3 LPA
2020-2021	Vaishnavi Kishor Deshmukh	EC	2021	Aptiv Components India P	3 LPA
2020-2021	CHATURKAR ASHWINI	EC	2021	RIL	3 LPA
2020-2021	Shubham Wanjari	Mech	2021	S.M.Technologies Pvt.Ltd	2.60 LPA
2020-2021	Renuka Bhure	EC	2021	Collabera	2.53 LPA
2020-2021	Amol Makde	EC	2021	HCL	2.53 LPA
2020-2021	Vicky Khubalkar	EC	2021	Reliance SMSL Ltd.	2.53 LPA
2020-2021	Piyush Mahendra Chivande	Civil	2021	Collabera	2.53 LPA

2020-2021	Palash Muralkar	Mech	2021	BATX ENERGIES	2.5 LPA
2020-2021	ISHIKA HARIDAS BADHIYE	CSE	2021	Mphasis Limited	2.5 LPA
2020-2021	Sumit Vinod Atkari	EC	2021	ServiceNet Technologies	2.5 LPA
2020-2021	Ashlesha Kamble	EC	2021	RIL	2.5 LPA
2020-2021	Ishani Kotkar	Civil	2021	Collabera	2.44 LPA
2020-2021	Akshay Bhusari	Mech	2021	K.R.Pandav Polytecnic	2.40 LPA
2020-2021	ANKUSH MANIRAM BAHEKAR	MECH	2021	A R INDUSTRIES	2.8 LPA
2020-2021	MAHESH DAYARAM WAGHDEVE	MECH	2021	A R INDUSTRIES	2.8 LPA
2020-2021	MALAY SHAILESHBHAI BHALANI	MECH	2021	A R INDUSTRIES	2.8 LPA
2020-2021	RAJ SHAILESH FADNAIK	MECH	2021	A R INDUSTRIES	2.8 LPA
2020-2021	ROSHAN UMAJI THAVKAR	MECH	2021	A R INDUSTRIES	2.8 LPA
2020-2021	ADITYA RAVINDRA PATIL	MECH	2021	SHEREKAR	2.6 LPA
2020-2021	MANGESH AMRUT SOMKUWAR	MECH	2021	SHEREKAR	2.6 LPA
2020-2021	MRUNAL YADAO GAWANDE	MECH	2021	SHEREKAR	2.6 LPA
2020-2021	MAYUR SURESH KUMBHARKAR	MECH	2021	SHEREKAR	2.6 LPA
2020-2021	Nikita Ukey	EC	2021	WNS Global Services	2.35 LPA
2020-2021	Poonam Bawankar	EC	2021	WNS Global Services	2.35 LPA
2020-2021	Bhagyashree Ghotekar	IT	2021	HCL	2.2LPA
2020-2021	Chaitanya Prashant Akre	CSE	2021	HCL	2.26LPA
2020-2021	HEENA KAILASH MANCHANDA	IT	2021	HCL	2.26LPA
2020-2021	Ajay Kale	IT	2021	Yalamanchili	2.26LPA
2020-2021	Ankita Ratiram Vaidya	EC	2021	HCL	2.26 LPA
2020-2021	Renuka Bhure	EC	2021	HCL	2.26 LPA
2020-2021	ASHWINI ANIL CHATURKAR	EC	2021	HCL	2.26 LPA
2020-2021	Runita Bhasgauri	EC	2021	Entercoms	2.26 LPA
2020-2021	Aditi Wadibhasme	CSE	2021	HCL	2.26 LPA
2020-2021	Vaishnavi Asole	IT	2021	HCL	2.26 LPA
2020-2021	AARTI GOPAL KHAPEKAR	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	BHAWANA CHAITANKUMAR	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	POOJA ANIL KATHANE	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	PRIYANKA KANULAL DUTTA	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	AARTI GOPAL KHAPEKAR	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	BHAWANA CHAITANKUMAR	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	POOJA ANIL KATHANE	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	PRIYANKA KANULAL DUTTA	CIVIL	2021	JN Enterprises, Nagpr	2.1LPA
2020-2021	Pratiksha Ranjeet Gour	IT	2021	HCL	2.18 LPA
2020-2021	SHRADDHA PANGUL	CSE	2021	Cognizant	2.16 LPA
2020-2021	SHRADDHA PRAKASH PANGUL	CSE	2021	Cognizant	2.16 LPA
2020-2021	Kartik Gaddam	IT	2021	SpeedLabs	2.16 LPA
2020-2021	Srushti Sanjay Shirke	IT	2021	HCL	2.11 LPA
2020-2021	Bhagyashree Ghotekar	IT	2021	HCL	2.11 LPA
2020-2021	IRAM QURESHI	CSE	2021	Q connect	2.00 LPA
2020-2021	DHANISHA RAJESH THOOL	CSE	2021	QWALITY KIOSK	2 LPA
2020-2021	Ishika Badhiye	CSE	2021	QWALITY KIOSK	2 LPA
2020-2021	Vaibhav Gawali	Mech	2021	AMCL, Machinery Limited	2 LPA
2020-2021	Shivani Ulhas Chinchani	CSE	2021	Prabhakar Construction P	1.80 LPA
2020-2021	SHIVANI ULHAS CHINCHANIKAR	CSE	2021	Prabhakar Construction Pvt. Ltd	1.80 LPA
2020-2021	Harshal Surendra Gaikwad	CSE	2021	Agarkarmedia Private	1.8 LPA

2020-2021	Himanshu Yashwant Bairagi	CSE	2021	Agarkarmedia Private	1.8 LPA
2020-2021	Vaishnavi Rajurkar	CSE	2021	Agarkarmedia Private	1.8 LPA
2020-2021	Akash Prakash Sukhdeve	CSE	2021	Agarkarmedia Private	1.8 LPA
2020-2021	PIYUSH NARENDRA GAJBHIYE	CSE	2021	AutoMechano Technologies, Software Solution and IT Services	1.8 LPA
2020-2021	PRAJWAL KHEMRAJ MOWADE	CSE	2021	AutoMechano Technologies, Software Solution and IT Services	1.8 LPA
2020-2021	SWARA SANDEEP BAJAJ	CSE	2021	AutoMechano Technologies, Software Solution and IT Services	1.8 LPA
2020-2021	SWATI SANJAY PADOLE	CSE	2021	AutoMechano Technologies, Software Solution and IT Services	1.8 LPA
2020-2021	AJAY MANOHAR MOUNDEKAR	MECH	2021	RAJ ENGINEERING	2.0 LPA
2020-2021	RAJAT RAMESH BILASE	MECH	2021	RAJ ENGINEERING	2.0 LPA
2020-2021	SUSHANT DAMODHAR THAWARE	MECH	2021	RAJ ENGINEERING	2.0 LPA
2020-2021	VALAY DHANANJAY LIPTÉ	MECH	2021	RAJ ENGINEERING	2.0 LPA
2020-2021	Akansha Ramkrushana Pelgade	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Anjali Pravin Ganar	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Ankita Anil Dange	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Khushboo Dilip Wandhare	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Mayuri Vijayrao Bhamkar	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Sajil Sudhir Bodhkar	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Shubham Bhalchandra Sahare	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	Vaibhav Madhukar Bhajipale	EC	2021	MSIT Services-CMS, Nagpp	1.68 LPA
2020-2021	S.N.Langewar	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	S.G.Patil	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	P.K.Paunikar	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	M.R.Pardhi	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	M.S.Rewatkar	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	G.G.Thakare	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	B.K.Gurnule	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	A.V.Padhya	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	A.D.Thakre	IT	2021	Klounds Ancyber Technolo	1.44 LPA
2020-2021	Rutvi Taank	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Ashita Shahu	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Yadhresh Wao	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Jeevan Hatwar	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Prathmesh Wadhai	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Pranay Dhanvijay	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Rohit Ghuguskar	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Mohitkumar shende	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Avirat Navnage	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Anush Mool	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Vivek Daf	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Manohar Verma	Mech	2021	Laxmi-Agni Components a	1.32 LPA
2020-2021	Ankita R vaidya	EC	2021	SM Technologies Pvt Ltd	0.84LPA
2020-2021	RAHUL BALWANT NAVGHARE	Mech	2021	MSIT Services-CMS, Nagpp	1.68 LPA

2020-2021	RAKSHAK VINOD SHELORKAR	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	PRAJWAL SACHIN SHEVDE	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	SAMIR RAMRAO AKARE	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	VIBHANSHU PRADEEP JUMDE	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	MAYUR SHANKAR PACHARE	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	ASHUTOSH PRADIPJI NEWARE	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	BANTI SHEKHAR PATIL	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	PRAFULLA SUDHAKAR BORIKAR	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA
2020-2021	AMIT SAHARE	Mech	2021	MSIT Services-CMS, Nagp	1.68 LPA

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2020-2021	Roshani Borkar	B.E. Electronics and Communication Engg.	2021	Priyadarshini Bhagwati College of Engineering, Nagpur	M.Tech. - Electronics Engg. (Communication)
2020-2021	Dipali Bansod	B.E. Electronics and Communication Engg.	2021	Priyadarshini Bhagwati College of Engineering, Nagpur	M.Tech. - Electronics Engg. (Communication)
2020-2021	Pranay Sonawane	B.E. Electronics and Communication Engg.	2021	Priyadarshini Bhagwati College of Engineering, Nagpur	M.Tech. - Electronics Engg. (Communication)
2020-2021	Apurva Hadke	B.E. Electronics and Communication Engg.	2021	Priyadarshini Bhagwati College of Engineering, Nagpur	M.Tech. - Electronics Engg. (Communication)
2020-2021	Rahul Chinchorkar	BE in Civil Engineering	2021	Institute of Engineering & Technology	M.Tech (Structural Engg.)
2020-2021	Yash Sandeep Parate	BE in Civil Engineering	2021	Queen's University Belfast, UK	M Sc Construction and Project Management with industry placement



Offer: Computer Consultancy
Ref: TCSL/CT20182499948/Pune
Date: 10/01/2021

Ms. Nisha Manoj Chauhan
A/80, Sahakarya Nagar Near Gajanan Nagar, Nagpur .Wardha Road,
Madhav Netralaya,
Nagpur-440015,
Maharashtra.
Tel# 91-9763291927

Dear Nisha Manoj Chauhan,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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



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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



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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TCSL/CT20182499948

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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



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



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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



13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action



including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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



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

20. TCS Xperience Program

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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



24. Data Privacy Clause:

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

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

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

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Nisha Manoj Chauhan
Designation	Assistant System Engineer-Trainee
Institute Name	Priyadarshini Bhagwati College Of Engineering, Nagpur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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

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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services 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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



(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.

To,

06th February, 2023

Ms. TRUPTI G. SHINDE

Plot no.35, Ramkrishna Nagar, Dighori,
Umred Road, Nagpur. Pin Code: 440034
Mobile: +91-8378834279
shindetrupti81@gmail.com

Dear **Ms. TRUPTI G. SHINDE**

Sub: Appointment Letter for the post of Software Engineer

Thank you for your interests in a career with **V3Novus Pvt. Ltd.** In line with our discussion, we are pleased to confirm our acceptance of your candidature for the **Software Engineer** Position with **V3Novus Pvt. Ltd.** Please treat this as our formal appointment letter. This is based on the total remuneration package discussed & agreed to during our discussions on **06th February, 2023** and following are the terms and conditions. We propose the breakup of the total remuneration as attached. We welcome you and look forward to having you with us in the V3Novus family.

1. Your present place of work will be at Bangalore, but you can be posted / transferred anywhere to serve any of the V3Novus's business interests inside India or outside, at the sole discretion of the Management of the company.
 2. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
 3. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's policies, and company's Human assets profile or any other info that will negatively affect the business of V3Novus if disseminated to unauthorized recipients.
 4. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.
 5. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
 6. If at any point of time, you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to the company's interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
-

V3 NOVUS



V3 NOVUS PVT. LTD., #1218, 3rd Floor Nanjappa Arcade, Nanjappa Main Road, 2nd Block,
Vidyaranyapura, Bengaluru, Karnataka - 560097 E-mail: sales@v3novus.com, Web: www.v3novus.com

7. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
9. You will get yourself relieved fully from your current employer if any and a copy of the said relieving letter will be provided to V3Novus for records at the time of joining. Also you are requested to provide one copy of your all educational certificates, four copies of your recent passport size photograph, copy of your PAN card and a copy of any government issued document (such as Aadhar card, voter ID, driving license or passport) as a proof of your permanent address to the company at the time of joining.
10. The contract of employment can be terminated by either party by giving **Three month** notice period and no leaves will be accepted during this notice period. 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, 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.
11. You are requested to join the services of V3Novus by not later than **06th February, 2023**.
12. This letter is issued in duplicate and you are requested to sign in the duplicate, as your acceptance of the above, and return to V3Novus within one week of receipt of the letter for record purpose.

Wishing you a fruitful association with V3Novus

with best wishes,

For V3Novus Pvt. Ltd.

For V3 NOVUS PVT. LTD.

Hemant Kumar H D
Director - Business Development

Acceptance

I, Toupti G. Shinde have read and understood the terms of the offer and accept the employment with V3Novus Pvt. Ltd. I will be reporting to join the services on 6th feb. 2023

Signature



December 5, 2020

Mr. Thaware Abhijit Prakash
181/B, Pataleshwar Road,
Kothiwan Lane, Mahal,
Nagpur – 440032.
Maharashtra
Email: labhijitthaware@gmail.com
Mobile: 7721055270

Dear Mr. Thaware Abhijit Prakash ,

Sub: Offer-cum-Appointment Letter

Further to our discussions, we are extremely pleased to offer you a position in our Organization as **Firmware Engineer – R&D**. You will be reporting to the Team Lead – R&D and will be based at our Chennai office but travel to other sites on need basis.

Your Annual CTC

Your annual cost to company (CTC) will be **Rs.3,18,000/- (Rupees Three Lakhs and Eighteen Thousand Only)**, paid monthly subject to the normal statutory deductions. A detailed break-up of your salary is mentioned in Annexure-A attached with this offer. The confirmation will be after 6 months from the date of joining. Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. The next performance appraisal review will be in April, 2022.

Incentive

Incentive of **Rs.40,000/- (Rupees Fourty Thousand Only)** for achieving the goals for FY 2020-21 & FY 2021-22 are as below:

- INR 20,000 for taking complete ToT from team and creating / collating all relevant design documents and suitable up gradation as and when required for the existing applications.
- INR 10,000 for development of Firmware for new application requirement.
- INR 10,000 for creating libraries for the application, which can be used for development of new applications.

If the above targets are not met, then the incentive shall be paid on pro-rata basis. This incentive shall be paid based on both the individual's & Company's performance at the end of FY 2020-21 & FY 2021-22. Applicable taxes will be deducted on the incentive as per the prevailing norms

Job Description:

You will be responsible to achieve the Development target set for the Organization from time to time. Detailed job description is enclosed (Annexure-C).

...2

CYGNI ENERGY PRIVATE LIMITED

"Lansum House", Plot No. 283, Road Number. 78, Jubilee Hills, Hyderabad, Telangana – 500 033

CIN: U40102TG2014PTC095918, **Ph.:** +91 40 23545001/5002 | www.cygni.com

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:09-Jun-2021

**Akanksha Murlidhar Watmode
C9611341**

Near ashoka budhha vihar chandrashekhar ward shri nagar gondia
7722040884

Dear Akanksha Murlidhar Watmode,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 9939f84d-810d-4e2a-abd3-b17121b57144_1
Signed By: Mahesh Vasudeo Zurale

**BE YOURSELF,
MAKE A DIFFERENCE.**



Strictly Private and Confidential

Date:13-Aug-2021

**Akhilesh Kishor Saurangpate
C9902058**

**Amraipura, Datta chowk, Yavatmal
9921114910**

Dear Akhilesh Kishor Saurangpate,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



Date: 02-Sep-2021

Ref No: AL/2021/OAL-PUN-0097

Mr.Sandesh Raju Borikar
Near Nagar Parishad Sanskrutic Bhavan,
Itwari Peth, Umred,
Nagpur, Maharashtra - 441203

Sub: Offer Letter cum Appointment Letter

Dear **Sandesh**,

With reference to your application and the subsequent interview you had with “**ALLEN India Private Limited**”. We have great pleasure in offering you an engagement under the following terms and conditions:

1. Engagement Details:

- a) Designation : **Graduate Engineer Trainee - Embedded**
- b) Place of Posting : **Pune**
- c) Date of Joining : **03-Sep-2021**

2. Compensation:

Your annual salary will be **INR 320004** /-(Rupees Three Lakhs Twenty Thousand and Four only) and will be as per the attached Annexure1-Compensation structure.

3. Trainee Benefits:

a) **Insurance Coverage.**

- 1. **Group Personal Accident Coverage:** You will be covered under personal accident insurance for a sum of **₹20,00,000/-**
- 2. **Group Mediclaim Insurance Coverage:** You will be covered under Group Health Insurance for a sum of **₹3,00,000/-**
- 3. **Group Term Insurance Coverage:** You will be eligible for group term Insurance for self, for a sum of **₹20,00,000/-**
- 4. **Workmen Compensation Insurance:** You will be covered under WC Insurance for minimum of **₹9,00,000/- & ₹25,000/-** Medical expenses are covered.

Page 1 of 10

ALLEN INDIA PRIVATE LIMITED

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www.alten.com



b) **Statutory Benefit Entitlements.**

1. Trainees' State Insurance (ESIC) as per the Trainees State Insurance Corporation Act, as applicable.
2. Trainees' Provident Funds & Miscellaneous Provisions Act, 1952.
3. Gratuity under the Payment of Gratuity Act, 1972.

c) **Special Occasion Benefits:**

Sodexo Gift Vouchers: Birthday- ₹500/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/- , as per the company policy.

d) **Leave / Holiday Entitlement:**

During your Engagement, you will be entitled for the leaves as per the leave policy of the company.

1. **Casual leave:** Applicable as per the company policy.
2. **Earned Leave:** Applicable as per the company policy.
3. **National Festival & Holidays:** Applicable as per the company policy.
4. **Maternity Benefit:** Applicable as per the provisions of Maternity Benefits Act.
5. **Paternity Leave:** As per the company policy.
6. **Bereavement Leave:** As per the company policy.

National Festival & Holidays: You will also be entitled to National & Festival holidays inclusive of 26th January, 15th August, 1st May and 2nd October as declared by ALTEN /client from time to time where you have been deployed.

Leave Grant and Approval:

- a) Grant of Leave of absence shall depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you are required to apply in the prescribed tool to the appropriate authority at Customer location & copy to KAM/ Reporting Manager from ALTEN and seek prior approval for such leave.
- b) Similarly, for extension of leave, an application through or the prescribed tool (GreyTHR) will have to be made in writing before the expiry of the leave originally sanctioned, which should reach the Human Resources department at least five (5) days prior to expiry of leave. While making such application you will state your address and contact phone number during the leave period. Mere submission of application shall not mean that the leave has been sanctioned and unless leave is sanctioned or extended in writing by the management, you will not be treated to be on leave.

4. Training Period

You will initially be on training for a period of Twenty-Four (24) months with probation period of 6 months from the date of joining, which may be extended or reduced at the sole discretion of the Company. If your services are either not confirmed or not terminated on completion of the period of training, the training period will stand automatically extended till the letter of confirmation is issued. Training may be cancelled at the sole discretion of the Company by providing one (1) month notice.

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5. **General Engagement Conditions:**

This Appointment letter and your engagement with the company are subject to:

a) **Background Verification:**

The engagement shall be conditional to a background and reference check carried out by the Company to its satisfaction based on the information furnished. If the information and records/documents are found to be incorrect or false, the Company reserves the right to terminate the Trainee without giving any reason/ notice/ payment in lieu thereof and take appropriate legal action.

b) **Reference:**

This appointment is also subject to satisfactory report from your former employers and the references given by you.

c) **Confidentiality /Nondisclosure/Non-Compete:**

You shall maintain confidentiality /secrecy and shall not give out to anybody/organization, by word of mouth or otherwise, particulars / details of our engagement process, technical knowhow, security arrangements, administrative and organizational matters of confidential and secret nature, which may be your personal privilege to gain knowledge by virtue of your Training with the company, unless compelled to do so by judicial authority or by permission in writing from the Management. You shall also not solicit / seek / explore engagement with the client and/or with any of the competitors serving the same client during your deputation and till six months from the date of relieving, and if found doing so the same would constitute breach of contract, conflict of interest and render yourself liable for legal action, including recovery of liquidated damages.

d) **Intellectual Property:**

The Trainee hereby agrees that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of his engagement, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this engagement with the Company shall belong to the Company absolutely and the Trainee shall have no claim or right in the proprietary rights and any breach will render him/her liable for legal action including recovery of liquidated damages.

e) **Onsite Agreement:**

Your execution of onsite travel or any such agreement shall be applicable for all projects/programs prevalent in the company.



6. Transfer & Deputation:

Upon Joining, your work location would be based at **Faurecia -Pune**. You acknowledge and agree that the company is entitled to depute you in any of its client's office in India or abroad, temporarily or permanently, with prior intimation to you. Further, you acknowledge and agree that you may be assigned, transferred, or deputed to any of the establishments/branches of the company and your services will be subject to temporary or permanent interdepartmental or inter-company transfers.

7. Prohibition of double Engagement:

Your engagement with the company is in the capacity as a whole-time Trainee and during the period of engagement in the company, you will neither serve anywhere else part time or whole time, nor any interest for yourself in any other business, trade, profession or vocation directly or indirectly without the prior permission of the Management. If found violating this commitment, Trainee agrees to accept any action taken by the organization.

8. Company Assets & infrastructure: General

Trainee is provided with required infrastructure including computer/Laptop, phone, data card, portal, access to software applications etc. Such infrastructure should be used strictly for business related work. Any kind of misuse, violation of instructions etc. shall be a punishable offence which will attract serious action. At the time of separation, voluntary or involuntary, it is mandatory to hand over all the Company assets along with data intact.

9. Address for communication: General

Company shall correspond with you directly or at the address given by you. Please note that it is mandatory to communicate any changes in address family status etc., immediately to Human Resources department.

10. Personal Information: General

Your appointment in the company and its continuance shall be subject to the condition that the Information disclosed by you in your CV or through any other documents for engagement are correct and complete. In the event of any misstatement, suppression of facts or wrong statement furnished by you, this appointment order will be deemed as void and your services are liable to be terminated without notice. The company will be in its rights to initiate appropriate legal action against you and in that event, you will be liable for all costs and consequences thereof.

11. Health: General

Continuance in service in the organization is subject to you remaining physically and mentally fit to perform the assigned job. As and when required by the management, you will subject yourself to medical examination at the cost of the Company by a physician appointed/referred by the Company for the purpose.



12. Tax Compliances:

You shall be personally responsible for and pay all taxes imposed by any tax authority in India or elsewhere on any income or payments received from the company, unless deducted at source.

13. Separation:

- a) In consideration of training offered to you and expenses incurred by the company, you shall not resign during the training period of Twenty-four (24) months from your date of joining i.e. the Training period. In the event of leaving the services of the company during the training period, he/she shall pay the agreed amount of liquidated damages as agreed and executed Under training cum surety agreement. Acceptance of the resignation is the discretion of the Management based on the project / Position criticality. Your Engagement may be terminated by you with a notice period of Three (3) Months or gross salary in lieu of notice after completion of the training period. The Company may terminate the engagement of the Trainee during the training period without any notice period and without assigning any reason for such termination. The discretion to accept payment in lieu of notice rests with the Company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period. In the event of resignation at his/her own will, the Company reserves the right to release the Trainee prior to the notice period of Three (3) months, taking into consideration the business needs and work exigencies and the Company will not be liable to make any payment to the Trainee in lieu of the notice period. You shall not join competitor company working in the same Project for the same Customer of the company for a minimum period of six (6) months from the date of relieving from the company, without obtaining prior consent of the company in writing and any breach will render yourself liable for appropriate legal action.. In case of misconduct or breach of the Company's code of conduct or non-performance or go-slow or other disciplinary grounds Trainee may be terminated without any notice or payment if any in lieu on notice.
- b) If an Trainee comes on bench due to the project completion or project suspension or customer/Project managers discontinue the Trainee services to the project for whatsoever the reasons thereof, it is the Trainee's responsibility to approach their reporting managers and talent acquisition managers to get the next project within Three (3) Months from the date of release from the project /on bench. Failure to comply with this responsibility, the project release date/bench starting date shall be treated as notice period commencement and Trainee shall be relieved from the services by the expiry of period of Three (3) Months. If the exit /bench is due to nonperformance/disciplinary actions, the Trainee may be terminated from the

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services effective from the date of release from the project/customer without assigning any reasons or payment if any in lieu on notice.

- c) The Company also reserves the right to recover the costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment. During the notice period, Trainee shall be responsible to meet the minimum target, failing which appropriate action deemed fit shall be initiated. At the time of separation, it is mandatory to handover your project work status, all company documents and Company assets etc, and obtain clearance certificate from the reporting manager and send it across to the Human Resources department for further process.
- d) In the event of failure to serve the notice period specified herein/fulfill agreed obligations, the company shall be entitled to approach any Court of competent jurisdiction to recover all costs, damages, losses and expenses incurred by the company. Short fall of notice period will be recovered based on gross salary.

14. Abandonment of Employment / Absconding from the Services:

Any employee who abstains from their job without intimation and remains untraceable is referred to as an “Absconder”. You are responsible for officially informing the HR Department or your Reporting Authority when deciding to resign from your services with the Company.

You shall agree that any unauthorized absence from your employment for a continuous period of Seven (7) or more business days would be considered as voluntary Abandonment/Absconding from your employment and accordingly your name will be removed from the payroll register. The Company reserves the right to proceed with necessary action to recover any liquidated damages. No relieving letter will be issued to you, and your full and final settlement shall be held back by the Company.

15. Termination of Permanent Service:

- a) The company reserves the right to terminate your services at any time at its absolute discretion, after giving you three (3) months’ notice or on payment of three (3) month’s gross salary in lieu thereof. However, if termination is on disciplinary grounds the notice period or payment in lieu of notice period is not applicable.
- b) If the company terminates your engagement for any misconduct or breach of the Company’s code of conduct or other disciplinary grounds, then
 1. The company’s obligations under this letter shall immediately cease, and
 2. You shall not be entitled to receive any payment due from the company, and the company shall have no obligation to pay, compensation attributable to such termination.

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16. Cooperation/Knowledge Transfer Following Termination:

The Trainee agrees that, following notice of termination of his engagement, he/she shall cooperate fully with the Company in all matters relating to the completion of his/her pending work on behalf of the Company and the orderly transition of such work to such other Trainees as the Company may designate. The Trainee further agrees that during and following the termination of his engagement he shall cooperate fully with the Company as to any and all claims, controversies, disputes or complaints over which he has any knowledge or that may relate to him or his engagement relationship with the Company. Such cooperation includes, but is not limited to, providing the Company with all information known to him/her related to such claims, controversies, disputes or complaints and appearing and giving testimony in any forum.

Further, the Trainee agrees that upon the termination of this Agreement, the Trainee shall return to the Company all correspondence, specifications, formulae, passwords, books, documents, cost data, market data, literature, drawings, effects or records etc. or any other proprietary information or Company property that is in possession of the Trainee or that Trainee may have received during the course of the engagement. The Trainee shall not make any duplicates or retain any copies of the abovementioned information.

17. Retirement:

Your retirement from the services shall be on attaining sixty (60) years of your age as per the records.

18. Indemnification:

The Trainee shall indemnify and hold Company, its affiliates and their respective directors, officers, agents and Trainee harmless from and against all claims, demands, losses, damages and judgments, including court costs and attorney's fees, arising out of or based upon any material breach by the Trainee of any representation, warranty, obligation or any other agreement as set forth in this Agreement.

19. Jurisdiction:

This letter shall be governed by and construed in accordance with the laws of India, and you agree to submit to the exclusive jurisdiction of the courts of law of Bangalore in India.

20. Miscellaneous:

- a) In addition to the above the Trainee shall be bound by any policies, rules & regulations enforced by the management from time to time in relation to conduct, discipline, or on any matters relating to service conditions which will be deemed as rules, regulations and order in the part of these terms and engagement. The terms and conditions of your engagement are subject to change from time to time as per



discretion of the company based on business needs. Violation of any of the above or company policies, Trainee shall be liable for action deemed fit.

- b) No delay or omission by the company in exercising any right under this agreement shall operate as a waiver of that or any other right. A waiver or consent given by the company on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion
- c) Trainee shall perform as per their job role and responsibilities and work assigned to you by the management. The trainee shall also agree to perform any other job / work as and when required and as and when instructed to do so by the management. Detailed job role, responsibilities and KRA will be provided to you after joining the organization
- d) Trainee shall be punctual and regular to the job.
- e) Trainee shall take care of his / her safety at workplace and en-route, use safety equipment.
- f) As a responsible Trainee/citizen, you are required to maintain the office decorum and environment protection norms.
- g) Trainee shall maintain integrity and be away from all unlawful activities.
- h) You will not at any time hereafter, without the consent in writing of the company or except under any legal process, divulge or make public any matters relating to the company's transactions or dealings, which are confidential and company specific.

For any queries and Clarifications pertaining to Offer and Appointment letter, please reach out to Ms. Roma Mohapatra, Manager – HRBP at 7045653738.

We look forward for mutually rewarding long term association with AL TEN Group of Companies.

With best wishes,
For AL TEN India Private Limited

UTTAMKUMAR
 KASHINATH
 SANKPAL
Digitally signed by
 UTTAMKUMAR KASHINATH
 SANKPAL
 Date: 2021.09.02 16:35:57 +05'30'

Uttam Sankpal
Chief Executive Officer

Declaration: The above said terms and conditions are explained to me in vernacular language. All the terms & conditions of my employment in the organization has been understood, accepted & agreed by me.	
Date:	Signature of Employee Name: Sandesh Raju Borikar
Place:	

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Annexure - 1

Employee Name: Sandesh Raju Borikar
Designation: Graduate Engineer Trainee - Embedded
DOJ: 03-Sep -2021

Salary Breakup		
Emoluments	Monthly (₹)	Annually (₹)
Basic & DA	15,000	1,80,000
House Rent Allowance	6,000	72,000
Statutory Bonus	1,251	15,012
Special Allowance	644	7,728
Total (A)	22,895	2,74,740
PF-Employer's Share	1,800	21,600
Gratuity	722	8,664
Total (B)	2,522	30,264
Insurance Cost (C)	1,250	15,000
Total CTC (A+B+C)	26,667	3,20,004
Statutory Deductions		
PF Employee's Share	1,800	21,600
PT	200	2,400
Total (D)	2,000	24,000
Net Take Home Salary (A-D)	20,895	2,50,740
List of benefits as per the company policies:		
<ul style="list-style-type: none">● Group Medclaim Insurance: Self, Spouse, Two Children & Dependent Parents or In-Law are covered up to ₹3,00,000/- PA.● Group Personal Accident Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.● Group Term Life Insurance Coverage: Total benefit would be up to ₹20,00,000/- PA or your 1-year CTC, whichever is higher.● Workmen Compensation Insurance: Medical & other benefits would be covered as per applicable laws.● Special Occasion Gift Vouchers: Birthday- ₹500/-, Marriage Anniversary - ₹2,500/-, New Family Addition - ₹2,000/- Note: <ul style="list-style-type: none">● TDS, ESI, PF, PT & Gratuity will be as per the applicable laws.● Your compensation package is strictly confidential, should remain a private matter between yourself and HR Department and not to be disclosed to your colleagues.		

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Annexure - 2

Declaration:

I hereby represent and warrant, and undertake, affirm, and agree that as of the date of joining with ALLEN India Private Limited., I will have terminated my employment with all my previous employers.

- (a) I have not entered into any agreement or arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer hereunder.
- (b) I am in good standing and that I have full capacity and authority to accept this offer letter and to perform its obligations hereunder according to the terms hereof.
- (c) Neither the acceptance of this offer letter nor the execution and delivery of the agreement contemplated hereunder, or the fulfillment of or compliance with the terms and conditions thereof, conflict with or result in a breach of or a default under any of the terms, conditions or provisions of any legal restriction (including, without limitation, any judgment, order, injunction, decree or ruling of any court or governmental authority, or any federal, state, local or other law, statute, rule or regulation) or any covenant or agreement or instrument to which I a party, or by which I am bound, nor does such execution, delivery, consummation or compliance violate or result in the violation any documents;

I, Sandesh Raju Borikar accept the above terms and conditions of the employment and have joined to my duties on 3 sept 2021.

Signature: Sandesh.....

Date: 02/09/2021.....

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Date: Apr 27, 2021

REFERENCE ID –HCL/NGP/LOI-SD/042021/002

Amol Makde
Makde Building , Gandhi Gat Mahal Nagpur Maharashtra Nagpur 440032

SUB: CANDIDATURE SHORTLIST FOR HCL TSS TRAINING PROGRAM

Dear **Amol Makde**,

HCL Training & Staffing Services Private Limited (HCL TSS/Company), is pleased to inform you that you have been shortlisted for the admission to the **3 months Training Program** commencing in **Jul 10, 2021** tentatively at Virtual/ **HCL TSS, Gavasi Manapur ,Wardha Road, Nagpur.**

The 3 months training program comprises of 2 months of Class Room Training followed by 1 months of Professional Practice Term that involves job-readiness skills training.

Enrolment to the Training Program is subject to the terms and conditions as laid down below:

1. You should secure a minimum of 60% marks aggregate in graduation (Preferably BSc. And BCA, but other Graduations** except No Engineering / equivalent degree are also eligible).
2. Verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.
3. A token money of **INR 10,000** needs to be deposited in the below mentioned account by **Date** and the remaining amount to be deposited at the time of final admission:
DD & NEFT Transfer: In the Name or credit of **HCL TRAINING & STAFFING SERVICES PRIVATE LIMITED** (Mention in remarks - Provisional Offer Letter Reference ID)
Account No. – 915020029984575
Bank Name – AXIS BANK LTD
IFSC Code UTIB0001788

Kindly get in touch with us with your academic and professional documents meeting the above-mentioned criteria on or before Date 7/10/2021, post which this letter will be Null and Void.

In case of your non-eligibility for the Training Program based on any of the above criteria the token money of INR 10,000 will be refunded to you.


The detailed terms and condition of enrolment to the Training Program will be provided to you at our sole discretion subject to the above stated terms and conditions.

This letter supersedes all past communications on this subject.

Welcome to HCL!

With Best Wishes

Authorized Signatory



Srimathi Shivashankar
Program Director

2020-21



APPOINTMENT LETTER

January 22, 2022

Dear Ankur Manekar,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

July 09, 2021

OFFER OF EMPLOYMENT

To,
Ms. Diksha Zodape
Nagpur

Dear Diksha

We are pleased to make you an offer of employment as “Associate Software Developer” at Nagpur.

Thank you for exploring career opportunity with **Excellon Software Private Ltd.** You have successfully cleared our initial selection process.

We are pleased to make an offer of employment to you on the terms and conditions set out below which upon acceptance by you would form the terms and conditions of your employment. We would appreciate your joining at the earliest but in any case, not later than **July 19, 2021**. The work environment requires flexibility, and you will need to undertake additional duties from time to time.

1. Terms and conditions of employment are:

- a) **Remuneration:** Your Monthly CTC will be **Rs. 29,167.00** and your Annual CTC will be **Rs. 3,50,000.00**. A detailed break up of your Annual Gross salary is given in ‘Annexure A’.
- b) **Tax deducted at source:** All payments under this Employment will be subject to statutory tax and other with holdings.
- c) **Probation:** You will be on probation for period of one year.
- d) **Holidays:** The Employee is entitled to all available statutorily mandated holiday entitlement applicable to your location in India.

DirectCore/RH8923453/279528/Pune/January/V0

PRIVATE AND CONFIDENTIAL

January 15, 2022

Ishika Badhiye

Uday nagar

Maharashtra Nagpur

India .

Dear Ishika Badhiye,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation. The gross compensation will be **INR2,50,000/-** (Two Lakhs Fifty Thousand **rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 3 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination,

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

GlobalLogic®

20-21

NAG#GL/08/29/2021

19th Aug 2021

Jayant Kurve

Plot no 18, Indra Nagar,
Narsala Road, Nagpur - 440034

Dear Jayant Kurve,

Subject: Offer of Employment with GlobalLogic India Private Ltd.


Congratulations on your selection at GlobalLogic!


We are delighted to offer you the position of **Trainee Software Engineer, Engineering Band X, TE00** at GlobalLogic India Pvt Limited (hereinafter "**GlobalLogic**" or "**Company**"). You will be based in and work from **Nagpur** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **26th Aug 2021**. Your detailed salary structure is attached as per Annexure


Some of the important terms and conditions of your employment are as follows:


1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.
2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.
3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.
4. You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.
5. You will bear income tax, if any, which will be deducted from your salary.
6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets and degree certificate within the training period of 6 months and will be confirmed as a regular employee upon successful completion of your training period and submission of your Degree documents to GlobalLogic. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at our discretion. The Company reserves the right to transfer you to any office or establishment forming a part of our Company or any establishment wherever our company will be having interest.
8. The Company reserves the right to transfer you to any office or establishment forming a part of our Company or any establishment wherever our company will be having interest.
9. During this training period either party can terminate this Employment by giving a minimum 30 (thirty) days of notice to the other party.


Confidential/Ver 1.0

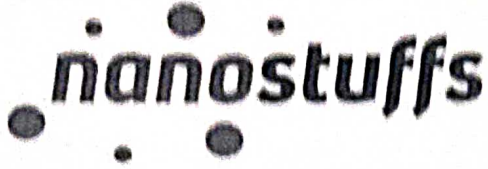
 Mailing | 2nd Floor, Wing "A" North & South Block & Wing "B" North Block, 3rd Floor, Wing "A" North & Wing "C" - North & South, Central Facility Building, MIHAN, SEZ, Near Khatol Railway, Nagpur 441103, India

 Registered | 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

 Phone | 91 07104 669600

 Web | www.globallogic.com
Mail | info@globallogic.com

 CIN | U74599DL2000PTC109035
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)



Nanostuffs Technologies Pvt. Ltd.
401 & 405, Suyog Center, Jawaharal Nehru Road, Ghatkoti,
Market yard, Pune - 411037, Maharashtra, India.
Board line: 9503786574, Email: hr@nanostuffs.com
GSTIN: 27AACCH8910B170. www.nanostuffs.com

Letter of Increment

Strictly private and confidential

Date: 16-February-2023

Dear Vishweshwar Kund,

In recognition of your contributions towards the growth of the Company and your demonstrated potential to take on a larger and more challenging role, we take pleasure in making an upward revision in your compensation package.

This will be effective from **01-March-2023** with the following terms.

- Your CTC is increased to **Rs.6,50,000/-per annum (Rupees Six Lakh Fifty Thousand Only per annum)**. The CTC structure is mentioned in the **Annexure**.
- The earlier compensation which includes an annual package, all kinds of bonuses and reimbursement (if any) will be disregarded and a new CTC will be implemented from the date mentioned in this letter.
- In case you resign from the company you need to serve a notice period of 90 days in order to get your salary and relieving documents from the Company. You cannot elect to pay the Company in lieu of notice period. If you resign from the Company, you cannot offset the notice period by any leave that has not been availed and shall be liable to serve the notice period fully. Any deviation to this must be approved by the Management.
- You shall not accept full or part-time employment with any organization that does business with Nanostuffs for the period of 1 year from the day you leave the Company.

The other terms and conditions of your appointment remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the Company!

Yours faithfully,

For Nanostuffs Technologies Pvt. Ltd.

P Malawade
Pooja Malawade
Manager – Human Resource

31 July 2021

LETTER OF OFFER

Dear Renuka,

Consequent to your interview with Collabera, we are pleased to offer you a position of Technical Recruiter with Collabera Services Pvt. Ltd. Your anticipated date of joining is on 16 August 2021.

Other terms of your offer are as under:

- Your gross annual remuneration (CTC) will be ₹ 253200 (Two Lakh Fifty Three Thousand Two Hundred) per annum / 21100 (Twenty One Thousand One Hundred) per month. Please refer to the details of the salary break up in Annexure A.
- You are being appointed to work in our Vadodara (CH2) office. However, you may be transferred to any of the locations globally, per the business needs of Collabera Services Pvt. Ltd.

Your employment with our organization will be governed by the current and future policies, rules and guidelines of Collabera Services Pvt. Ltd.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Please note that your employment is contingent upon submission of all the relevant documents mentioned in Annexure B as well as successful completion of requisite background investigations & pre-employment medical test.

The terms and conditions of your employment with Collabera as stated in this offer of employment letter supersede any prior representations made either verbally or in writing during any meetings or interviews with any Collabera manager, salesperson, recruiter or any other Collabera employee or representative. Additionally, your signing this offer of employment letter represents your understanding, agreement and acceptance to these terms and conditions as stated in this offer letter. Collabera does not intend to nor is obligated to offer you any other remuneration, benefit entitlement or any other perquisite not stated herein.

Renuka, we welcome your decision of joining Collabera, and I am sure that we will enjoy a mutually rewarding association. Please call us on at 0265-2302724 should you have any questions.

**Best Regards,
For Collabera Services Pvt Ltd.**

Authorised Signatory

23-MAR-2022

Ref: 832280/2033761/ELTP

Ms. Samiksha Kamlakar Peshane
Nagpur (Mah) - 440024
Mobile: 8055253456

Subject: Offer of Appointment

Dear Ms. Samiksha Kamlakar Peshane

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

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1'** under **ELTP Scheme**. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
 - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - Meeting the set eligibility criteria at the end of your academic course
 - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.





Reference: Persistent/Campus/1200295/3.0

Confidential

Jun 14, 2021

Yash Shende
 pt.no 94 Tajeshwar Nagar
 near mendhekar hospital hudkeshwar road
 nagpur

Dear Yash,

Subject: Your Appointment as Software Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Software Engineer at grade 3.0 with Persistent Systems (Company)**.

Persistent follows a career structure consisting of attributes such Grade, Job Family (Career Track) and Job title. As per the offered position, your Job Family is **Engineering - Development**. During your tenure with the company, you are expected to perform role(s) as may be deemed fit by the organization and business needs.

Due to the ongoing pandemic, your joining date will be communicated to you in due course of time as the situation unfolds.

The terms and conditions of this offer for employment are:

Salary -

Your Annual Cost To Company will be Rs. **451,004**. Your Annual Gross Salary will be Rs. **410,004**. A detailed break up of your salary is given in 'Annexure A'.

You will be eligible for a Statutory Bonus / Ex-Gratia payment, which would be calculated at 20% of the 'Basic Salary' as mentioned in the Salary Break-up Sheet. The mode of payment will be as follows:

- 100% of the Statutory Bonus / Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.
- In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves the right to adjust the salary components given within your Annual Gross Salary break up to ensure full compliance with such statutory payment obligations.
- In case of changes in any existing statute related to statutory bonus, the amount mentioned as 'Statutory Bonus / Ex-gratia' in the 'Salary break-up sheet' will be considered towards 'Statutory bonus' and the balance, if any, left shall be reserved for adjusting against liabilities of the Company arising out of statutory modification with retrospective effect.

If no such statutory modifications of retrospective nature are noticed, the remaining amount under the heading 'Statutory Bonus / Ex-gratia' will eventually be considered towards 'Ex-gratia'. If changes in statute take place with retrospective effect, Company reserves right to apply this logic considering complete amount towards 'Statutory bonus' and balance, if any, left towards 'Ex-gratia' in retrospect.

(as per the Company policy) -



INSTITUTE OF ENGINEERING & TECHNOLOGY

Wardha Road, Nagpur-441108



IDENTITY CARD

NAME: Rahul Chincholkar

DEPT: 29 STRUCTURE

DOB: 10/10/1999

YEAR: M.TECH 2ND YEAR

Website: www.vmit.in

PRINCIPAL

Student



Parate, Yash Sandeep

40342814

30/09/24
1



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Rashtrasant Tukadoji Maharaj Nagpur University

Formerly known as Nagpur University

www.rtmnureresults.org

[Back](#)

(FACULTY OF SCIENCE & TECHNOLOGY)
MECH FIRST SEMESTER OF ELECTRONICS (COMMUNICATION) (NEW)
SUMMER 2023
[CHOICE BASED CREDIT SYSTEM]

Student Name : APURVA PRAKASHRAO HADKE
Mother's Name: MAYA
Exam Category: EX-STUDENT
College : (153) PRIYADARSHINI BHAGWATI COLLEGE OF ENGG., UMRER ROAD, NAGPUR

Roll No. : 924223
Enrol.No. : 20174020435
Center No.: 278

Date : 23/08/2023
P/L : 1/1
Medium: ENGLISH

Sr No	SUBJECT	MARKS & CREDITS SCHEME				MARKS & GRADES AWARDED							
		MAX TU/PU	MAX TI/PI	MIN MARKS	MIN MARKS	TU/PU	TI/PI	TOTAL MARKS	GRADE	GP	CR	GPV	RMK
1	ADVANCED OPTICAL COMMUNICATION	70	30	100	50			56	C	05	04	20	PXM
2	CODING THEORY AND TECHNIQUES	70	30	100	50			65	B	06	04	24	PXM
3	ADVANCED DIGITAL COMMUNICATION	70	30	100	50	32	27	59	C	05	04	20	
4	ADVANCED IMAGE PROCESSING	70	30	100	50			62	B	06	04	24	PXM
5	SOFT COMPUTING TECHNIQUES	70	30	100	50			61	B	06	04	24	PXM
6	LAB-I (ADVANCED OPTICAL COMMUNICATION)	50	50	100	50			83	A	08	01	08	PXM
7	LAB-II (ADVANCED DIGITAL COMMUNICATION)	50	50	100	50			91	A+	09	01	09	PXM

INCENTIVE	SGPV	TOTAL CREDITS	SGPA	OUT OF	TOTAL MARKS OBTAINED	OUT OF MARKS	RESULT	REMARKS
	129	22	5.86	10.00	477	700	PASS	

REFER CREDIT GRADE SYSTEM TABLE :

Theory & Practical : Grade:O Point:10 Range:100-100 | Grade:A+ Point: 9 Range: 99- 90 |
Grade:A Point: 8 Range: 89- 80 | Grade:B+ Point: 7 Range: 79- 70 | Grade:B Point: 6 Range: 69- 60 |
Grade:C Point: 5 Range: 59- 50 | Grade:F Point: 0 Range: Below 50 | Grade:ZZ (Absent in Examination) |

Print Date:-08-09-2023 22:24:45

Disclaimer

The result published here is only for immediate information to the students. R.T.M.N.U. or rtmnureresults.org are not responsible for any inadvertent error that may have crept in results, being published on the net. The result is subject to corrections, if any. Students are requested to confirm result from marksheet.





Rashtrasant Tukadoji Maharaj Nagpur University

Established by Government Of Central Provinces Education Department by Notification No. 513 dated the 1st of August, 1923 & presently a State University governed by Maharashtra Public Universities Act, 2016 (Mah. Act No.VI of 2017)

STATEMENT OF MARKS

Sr. No. 251067

M. TECH FIRST SEMESTER OF ELECTRONICS (COMMUNICATION) WINTER 2020 (NEW)

[CHOICE BASED CREDIT SYSTEM]

NAME OF STUDENT : DIPALI KESHAV BANSOD MEDIUM : ENGLISH
 MOTHER'S NAME : VAISHALI CENTRE CODE : 153
 ENROLLMENT NO : 20174020435593 EXAM CATEGORY : REGULAR
 ROLL NO : 202362 P/L : 3/1 DATE : 23/06/2021
 COLLEGE NAME : (153) PRIYADARSHINI BHAGWATI COLLEGE OF ENGG. UMRER ROAD NAGPUR

SR/ (NO)	SUBJECT	MARKS & CREDITS SCHEME						MARKS & GRADES AWARDED					
		MAX	MIN	TU/PU	TI/PI	TOTAL	GRADE	GP	CR	GPV	RMK		
1	ADVANCED OPTICAL COMMUNICATION	70	30	100	50	62	29	91	AA	10	04	40	
2	CODING THEORY AND TECHNIQUES	70	30	100	50	66	29	95	AA	10	04	40	
3	ADVANCED DIGITAL COMMUNICATION	70	30	100	50	66	28	94	AA	10	04	40	
4	ADVANCED IMAGE PROCESSING	70	30	100	50	68	28	96	AA	10	04	40	
5	CMOS VLSI DESIGN	70	30	100	50	64	27	91	AA	10	04	40	
6	LAB-I (ADVANCED OPTICAL COMMUNICATION)	50	50	100	50	46	46	92	AA	10	01	10	
7	LAB-II (ADVANCED DIGITAL COMMUNICATION)	50	50	100	50	44	46	90	AB	09	01	09	

INCENTIVE	GPV	TOTAL	SGPA	OUT OF	TOTAL MARKS	OUT OF	RESULT	REMARKS
		CREDITS			OBTAINED	MARKS		
	219	22	9.95	10.00	649	700	PASS	

[FACULTY OF SCIENCE & TECHNOLOGY]

[CHOICE BASED CREDIT SYSTEM]

Criteria for Award of Grades :

(THEORY)			(PRACTICAL)		
Grade	Percentage of Marks	Grade Points	Grade	Percentage of Marks	Grade Points
AA	Above 90 - 100	10	AA	Above 90 - 100	10
AB	Above 80 - 90	09	AB	Above 80 - 90	09
BB	Above 70 - 80	08	BB	Above 70 - 80	08
BC	Above 60 - 70	07	BC	Above 60 - 70	07
CC	Above 50 - 60	06	CC	Above 50 - 60	06
CD	50	05	CD	50	05
FF	Below 50	Fail	FF	Below 50	Fail
ZZ	Absent in Examination	--	ZZ	Absent in Examination	--

ABBREVIATIONS

Note:) Pass by grace marks vide Ordinance No.1 of 2007.*(*)=Fail CN=Conversion AP=Refusal, TU=Theory University, PU=Practical University
 /TI=Theory Internal, PI=Practical Internal, GP=Grade Points, GPV=Grade Point Value, RMK=Remark, CP=Credit, XM=Current Exemption, XM=Previous Exemption, AA=Absent, INC=Incentive, NCC=National Cadet Corps, NSS=National Service Scheme, CUL=Cultural Activity, GS=Games and Sports.
 ACE=Adult's Continuing Education



B. Babale

Director
 Board of Examination and Evaluation
 Rashtrasant Tukadoji Maharaj Nagpur University

(FACULTY OF SCIENCE & TECHNOLOGY)
MECH FIRST SEMESTER OF ELECTRONICS (COMMUNICATION) (NEW)
WINTER 2022
[CHOICE BASED CREDIT SYSTEM]

Student Name : PRANAY ANIL SONWANE
Mother's Name: MANDA
Exam Category: REGULAR
College : (153) PRIYADARSHINI BHAGWATI COLLEGE OF ENGG., UMRER ROAD, NAGPUR

Roll No. : 818766
Enrol.No. : 20174020435
Center No. : 278

Date : 13/05/2023
P/L : 2/3
Medium: ENGLISH

Sr No	SUBJECT	MARKS & CREDITS SCHEME				MARKS & GRADES AWARDED						
		---MAX---	MAX	MIN	TU/PU	TI/PI	TOTAL MARKS	GRADE	GP	CR	GPV	RMK
1	ADVANCED OPTICAL COMMUNICATION	70	30	100	50	58	27	85	A	08	04	32
2	CODING THEORY AND TECHNIQUES	70	30	100	50	53	28	81	A	08	04	32
3	ADVANCED DIGITAL COMMUNICATION	70	30	100	50	25	28	53	C	05	04	20
4	ADVANCED IMAGE PROCESSING	70	30	100	50	61	28	89	A	08	04	32
5	SOFT COMPUTING TECHNIQUES	70	30	100	50	55	28	83	A	08	04	32
6	LAB-I (ADVANCED OPTICAL COMMUNICATION)	50	50	100	50	43	46	89	A	08	01	08
7	LAB-II (ADVANCED DIGITAL COMMUNICATION)	50	50	100	50	46	47	93	A+	09	01	09

INCENTIVE	aGPV	TOTAL CREDITS	SGPA	OUT OF	TOTAL MARKS OBTAINED	OUT OF MARKS	RESULT	REMARKS
	165	22	7.50	10.00	573	700	PASS	

REFER CREDIT GRADE SYSTEM TABLE :
Theory & Practical : Grade:O Point:10 Range:100-100 | Grade:A+ Point: 9 Range: 99- 90 |
Grade:A Point: 8 Range: 89- 80 | Grade:B+ Point: 7 Range: 79- 70 | Grade:B Point: 6 Range: 69- 60 |
Grade:C Point: 5 Range: 59- 50 | Grade:F Point: 0 Range: Below 50 | Grade:ZZ (Absent in Examination) |

ABBREVIATIONS :
"Note(=) Pass by grace marks vide Ordinance No. 3 of 2007." (#)=Fail (CN)=Conversion (RR)=Refusal. (T)=Theory (U)=University



Rashtrasant Tukadoji Maharaj Nagpur University

Established by Government Of Central Provinces Education Department by Notification No. 513 dated the 1st of August, 1923 & presently a State University governed by Maharashtra Public Universities Act, 2014 (Mah. Act No. VI of 2017)

STATEMENT OF MARKS

Sr. No. 251068

M. TECH FIRST SEMESTER OF ELECTRONICS (COMMUNICATION) WINTER 2020 (NEW)

[CHOICE BASED CREDIT SYSTEM]

NAME OF STUDENT : ROSHANI DIWAKAR BORKAR MEDIUM : ENGLISH
 MOTHER'S NAME : MANGLA CENTRE CODE : 153
 ENROLLMENT NO : 20174020435658 EXAM CATEGORY : REGULAR
 ROLL NO : 202363 P/L : 3/2 DATE : 23/06/2021
 COLLEGE NAME : (153) PRIYADARSHINI BHAGWATI COLLEGE OF ENGG. UMRER ROAD NAGPUR

SR NO	SUBJECT	MARKS & CREDITS SCHEME							MARKS & GRADES AWARDED				
		MAX	MIN	TU	PU	TI	PI	TOTAL	GRADE	GP	CR	GPV	RMK
1	ADVANCED OPTICAL COMMUNICATION	70	30	100	50	68	29	97	AA	10	04	40	
2	CODING THEORY AND TECHNIQUES	70	30	100	50	66	29	95	AA	10	04	40	
3	ADVANCED DIGITAL COMMUNICATION	70	30	100	50	64	29	93	AA	10	04	40	
4	ADVANCED IMAGE PROCESSING	70	30	100	50	64	27	91	AA	10	04	40	
5	CMOS VLSI DESIGN	70	30	100	50	64	28	92	AA	10	04	40	
6	LAB-I (ADVANCED OPTICAL COMMUNICATION)	50	50	100	50	44	46	90	AB	09	01	09	
7	LAB-II (ADVANCED DIGITAL COMMUNICATION)	50	50	100	50	44	48	92	AA	10	01	10	

INCENTIVE	GPV	TOTAL CREDITS	SGPA	OUT OF	TOTAL MARKS OBTAINED	OUT OF MARKS	RESULT	REMARKS
	219	22	9.95	10.00	650	700	PASS	

[FACULTY OF SCIENCE & TECHNOLOGY]

[CHOICE BASED CREDIT SYSTEM]

Criteria for Award of Grades :

(THEORY)			(PRACTICAL)		
Grade	Percentage of Marks	Grade Points	Grade	Percentage of Marks	Grade Points
AA	Above 90 - 100	10	AA	Above 90 - 100	10
AB	Above 80 - 90	09	AB	Above 80 - 90	09
BB	Above 70 - 80	08	BB	Above 70 - 80	08
BC	Above 60 - 70	07	BC	Above 60 - 70	07
CC	Above 50 - 60	06	CC	Above 50 - 60	06
CD	50	05	CD	50	05
FF	Below 50	Fail	FF	Below 50	Fail
ZZ	Absent in Examination	--	ZZ	Absent in Examination	--

ABBREVIATIONS

Note () Pass by grace marks vide Ordinance No.3 of 2007. (#)=Fail CN=Conversion RR=Refusal, TU=Theory University, PU=Practical University, TI=Theory Internal, PI=Practical Internal, GP=Grade Points, GPV=Grade Point Value, RMK=Remark, CR=Credit, XM=Current Exemption, EXM=Previous Exemption, AA=Absent, INC=Incentive, NCC=National Cadet Corps, NSS=National Service Scheme, CUL=Cultural Activity, G&S=Games and Sports, ACE=Adult & Continuing Education



B. B. B.

Director
Board of Examination and Evaluation

Rashtrasant Tukadoji Maharaj Nagpur University