



**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 2022-2023.**

Particulars	Page No.
Number of outgoing students Placed and Progressed to Higher Education in year 2022-2023	2 to 41

**Certified Documents from Page number 02 to 41.**

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

<b>Year</b>	<b>Name of student who has been placed</b>	<b>Program graduated from</b>	<b>Year of graduation</b>	<b>Name of the employer with contact details</b>	<b>Pay package at appointment (In INR per annum)</b>
2022-2023	Sakshi chaware	CSE	2023	Byteridge	5.33LPA
2022-2023	kajal Sonkusare	IT	2023	Home first	5.25 LPA
2022-2023	Rubel Robot Pakalwar	Mech	2023	Homefirst	5.25 LPA
2022-2023	Aman Bajait	CSE	2023	Amantya Technologies	5 LPA
2022-2023	Gaurav M Bhoyar	Mech	2023	Teachnook	4 LPA
2022-2023	Gaurav Deshbhratar	EC	2023	Teachnook	4 LPA
2022-2023	Krutika Balkrushna waghmare	IT	2023	Teachnook	4 LPA
2022-2023	Srushti D. Lokhande	CSE	2023	Teachnook	4 LPA
2022-2023	Yashasvi Chilankar	CSE	2023	Teachnook	4 LPA
2022-2023	Disha Rajeshwar Tangade	CSE	2023	Teachnook	4 LPA
2022-2023	Anushree Raut	IT	2023	Teachnook	4 LPA
2022-2023	Ishika Sanjay Ukey	CSE	2023	Teachnook	4 LPA
2022-2023	Lekha Bhoyar	CSE	2023	Teachnook	4 LPA
2022-2023	Anjali Manohar Vaidya	CSE	2023	Teachnook	4 LPA
2022-2023	Dipak Choudhary	IT	2023	Teachnook	4 LPA
2022-2023	Pranjali Bawankar	CSE	2023	Teachnook	4 LPA
2022-2023	Sakshi chaware	CSE	2023	Teachnook	4 LPA
2022-2023	Nishtha kalra	CSE	2023	Teachnook	4 LPA
2022-2023	Rohan milind Bagde	CIVIL	2023	Teachnook	4 LPA
2022-2023	kajal Sonkusare	IT	2023	Teachnook	4 LPA
2022-2023	Udaykumar Purushottam Indorkar	IT	2023	Teachnook	4 LPA
2022-2023	Aman Bajait	CSE	2023	WebTech	5 LPA
2022-2023	Deep Nikode	CSE	2023	Amantya Technologies	4 LPA
2022-2023	Kajal Mhaiskar	CSE	2023	Teachnook	4 LPA
2022-2023	Vishakha Subhashrao Shende	CSE	2023	Teachnook	4 LPA
2022-2023	Harsh Rajesh Meshram	Mech	2023	Teachnook	4 LPA
2022-2023	sakshi	IT	2023	Teachnook	4 LPA
2022-2023	Krunal kishor gongal	IT	2023	Teachnook	4 LPA
2022-2023	Ayush Khadgi	IT	2023	Teachnook	4 LPA
2022-2023	Mrunali Manoj Urade	CSE	2023	Teachnook	4 LPA
2022-2023	Harsh Dekate	IT	2023	Teachnook	4 LPA
2022-2023	Gaurav Deepak Gawhane	CSE	2023	Teachnook	4 LPA
2022-2023	Nikita Pralhad Nagpurkar	CSE	2023	Teachnook	4 LPA
2022-2023	Dhananjay Adikane	CSE	2023	Teachnook	4 LPA
2022-2023	Anchal Kanzode	IT	2023	Teachnook	4 LPA
2022-2023	Anurag Gajendra Jais	CSE	2023	Teachnook	4 LPA
2022-2023	Hemant Suryawanshi	Mech	2023	Teachnook	4 LPA
2022-2023	Likhita Dhanraj wanjari	CSE	2023	Teachnook	4 LPA

2022-2023	Gauri Dhoble	IT	2023	Teachnook	4 LPA
2022-2023	Gaurav Deepak Gawhane	CSE	2023	Hexaware Technologies	4 LPA
2022-2023	Himanshu ambule	Mech	2023	Teachnook	4 LPA
2022-2023	Madura Bhagat	IT	2023	Teachnook	4 LPA
2022-2023	Divyani Mandpati	CSE	2023	Teachnook	4 LPA
2022-2023	Sakshi Rajesh Dosani	CSE	2023	Neeeyamo Works	3.5 LPA
2022-2023	Samay Namdeo Chaudhari	CSE	2023	Tech Mahindra	3.5 LPA
2022-2023	Srushti D. Lokhande	CSE	2023	L CUBE	3.5 LPA
2022-2023	kajal Sonkusare	IT	2023	L CUBE	3.5 LPA
2022-2023	Bhavesh Kadwe	MECH	2023	TCS	3.36 LPA
2022-2023	Pooja Dilip Taklikar	CSE	2023	TCS	3.36 LPA
2022-2023	BHAVESH UMESH RATHOD	MECH	2023	TCS	3.36 LPA
2022-2023	Samay Namdeo Chaudhari	CSE	2023	TCS	3.36 LPA
2022-2023	Brajesh Dayare	IT	2023	TCS	3.36 LPA
2022-2023	MITALI WANDHARE	CSE	2023	HCL	3.25 LPA
2022-2023	Mrunali Jadhav	IT	2023	Teachnook	4 LPA
2022-2023	Gaurav Varma	CSE	2023	Quality Kiosk Technologies	2.75 LPA
2022-2023	Vaishnavi Prabhakar Desai	CSE	2023	Tacktile Systems	2.52 LPA
2022-2023	Sakshi Rajesh Dosani	CSE	2023	Collabera	2.52 LPA
2022-2023	Kaustubh Dilip Dharmare	CSE	2023	Agarkarmedia Private	2.16 LPA
2022-2023	Keshav Sunil Lichade	CSE	2023	Agarkarmedia Private	2.16 LPA
2022-2023	Mihir Ashwin Parmar	CSE	2023	Agarkarmedia Private	2.16 LPA
2022-2023	Mitesh Yashwant Paunekar	CSE	2023	Agarkarmedia Private	2.16 LPA
2022-2023	Payal Chandrashekhar Mankar	CSE	2023	AutoMechano Technologies, Software Solution and IT Services	2.16 LPA
2022-2023	Ankit Ashok Mahale	CSE	2023	AutoMechano Technologies, Software Solution and IT Services	2.16 LPA
2022-2023	Piyush Prakash Navghare	CSE	2023	AutoMechano Technologies, Software Solution and IT Services	2.16 LPA
2022-2023	Hrushvi Vikas Karlekar	CSE	2023	AutoMechano Technologies, Software Solution and IT Services	2.16 LPA
2022-2023	Harsh Arvind Meshram	MECH	2023	Galaxy Solar Energy Private	1.8 LPA
2022-2023	Komal ghanshyam karamore	IT	2023	Pentagon space (Training)	1.8 LPA
2022-2023	Shivani Ashokrao Chaudhary	EC	2023	Pentagon space (Training)	1.8 LPA
2022-2023	Himanshu ambule	Mech	2023	Pentagon space (Training)	1.8 LPA
2022-2023	Rohit Lokhande	IT	2023	Pentagon space (Training)	1.8 LPA
2022-2023	Harsh Arvind Meshram	Mech	2023	Pentagon space (Training)	1.8 LPA
2022-2023	A.R.Gomkar	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	A.A.Indurkar	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	Y.S.Shinde	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	R.M.Thakare	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	R.B.Nagrikar	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	M.G.Bute	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	L.K.Gaikwad	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	A.N.Rehapade	IT	2023	Klouds Ancyber Technology	1.8 LPA
2022-2023	Shivani Ashok Pandiya	EC	2023	MSIT Services-CMS, Nagpur	1.68 LPA

2022-2023	Sakhi Dasani	CSE	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Ayush Khadgi	IT	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Gitesh Sawarkar	CSE	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Mohini Raut	IT	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Dhanashree Lokhande	CSE	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Rubel Robot Pakalwar	Mech	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Anurag Gajendra Jais	CSE	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Gaurav Bhoyar	Mech	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Pratik Kapse	CSE	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Kajal Sonkusare	CSE	2023	MSIT Services-CMS, Nagp	1.68 LPA
2022-2023	Tanushree S. Dhabekar	EC	2023	Teachnook	4 LPA

## INTERNSHIP LETTER - CONFIDENTIAL

21<sup>st</sup> September, 2022

Mr. Deep Nikode,  
NIT Complex, Sakkardara,  
Nagpur 440024, India

Subject: Internship at Amantya

Dear Mr. Deep,

We are pleased to confirm your selection for the internship at Amantya Technologies on the following Terms & Conditions:

- AS )
1. During your internship, you will be paid a stipend of INR 15,000/- (Rupees Fifteen Thousand Only) every month.
  2. The tenure of internship with Amantya Technologies is six months. This internship period is effective from the date of your joining and may be renewed on a mutual basis.
  3. During the period of training/Internship, you are supposed to report at the office in Nagpur.
  4. During the internship, you may come across confidential information about Amantya Technologies. By accepting this offer, you acknowledge and agree that you will not be using this information for personal use and will not be disclosing it to anyone.

You are requested to join the internship by **Monday, 2<sup>nd</sup> January, 2023**. On the day of joining, you are advised to report at 10:00 AM and bring the following documents (in Original and one self-attested photocopy):

1. Degree/Semester Marks Cards for all courses pursued (full time)
2. Letter from college/university
3. Proof of present and permanent residence address
4. Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
5. Aadhaar Card/Passport
6. 2 Passport size photographs

The mutual notice period/termination of internship will be 15 days from either side. Amantya Technologies also reserves the right to terminate the internship without any prior notice. In case you are found to not follow the terms and conditions mentioned in this letter or you are found breaching confidentiality or not following the rules and regulations set by the organization then the company has all the rights to terminate your internship with immediate effect.

Email: [info@amantiatech.com](mailto:info@amantiatech.com) || Phone: +91 79825 73857 ||  
Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower B- Sector 39- Gurugram,  
Haryana, 122002.





22-23

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223860661/Pune**  
**Date: 09/06/2022**

Ms. Pooja Dilip Taklikar  
163, Sai Nagar Near Mahada Colony, Pardi, Nagpur,  
Prathamesh Provision,  
Nagpur-440035,  
Maharashtra.

Tel# 91-9699302046

Dear Pooja Dilip Taklikar,

**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 &

1

**TCS Confidential**  
**TCSL/CT20223860661**

**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  
Regional Office: Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021  
Email: careers@tcs.com



22.22

NEEYAMC

16-Nov-2022

Dear **Sakshi Dosani**,**SUB.:Offer Letter**

**Congratulations!** With reference to your interview, we are pleased to offer you the position of **Associate Product Developer** in NeeyamWorks based out of **Nagpur**. We feel confident that you will contribute your skills and knowledge towards the growth of our organization. You are expected to support the bond by furnishing a bank guarantee of Rs.1,50,000/- for 3 years from HDFC bank. The breakup of your compensation package is provided herewith. Details regarding your date of joining will be communicated to you shortly. You are expected to confirm joining within 2 days of communication and report to communicated location without any delay. Upon not being able to commit to the timelines of joining, the offer will be considered null and void. You will be issued a detailed appointment letter on your joining with us.

**ANNEXURE: COMPENSATION STRUCTURE**

<b>Components</b>	<b>Monthly</b>	<b>Annually</b>
<b>General Components</b>		
Basic	14583.0	175000.0
House Rent Allowance	7292.0	87500.0
Special Allowance	3790.0	45482.0
<b>Total Gross Salary</b>	<b>25665.0</b>	<b>307982.0</b>
<b>Employer Contribution</b>		
Provident Fund	1800.0	21600.0
Gratuity**	702.0	8418.0
<b>Total Employer Contributions</b>	<b>2502.0</b>	<b>30018.0</b>
<b>Annuals</b>		
Insurance Premium		5000.0
Annual Fixed Bonus		7000.0
<b>Cost to Company (CTC)</b>		<b>350000</b>
<b>Employee Deductions</b>		
Provident Fund	1800.0	21600.0
Total Employee Contribution	1800.0	21600.0
<b>Estimated Monthly Net Salary*</b>	<b>23865.0</b>	
<b>Medical Coverage</b>		

Private and Confidential  
Block No.A (Module 4), 5th Floor, SP Infocity, No.40, MGR Salai, Perungudi,  
Kandanchavadi Chennai TN 600096 IN  
CIN - U72900TN2015PTC129361  
www.neeyamoworks.com





22-23

5<sup>th</sup> May 2023,**Private & Confidential**

Sakshi Chaware,

We are pleased to offer you employment with Byteridge on the following terms and conditions:

**1. Appointment**

- You shall be appointed to the position of "Software Development Engineer I (SDE I)" with effect from 17<sup>th</sup> July 2023.
- You shall be based in Hyderabad but will serve the Company or any of its subsidiaries or associated companies or clients in any location within or outside of India.
- Your employment with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

**2. Total Rewards**

Your annual gross salary will be ₹. 5,33,332/-. The break-up of your monthly salary will be as follows:

Salary Structure		Monthly	Yearly
(A)	Basic Salary	Rs. 13,000	Rs. 1,56,000
(B)	HRA	Rs. 5,200	Rs. 62,400
(C)	Conveyance	Rs. 1,600	Rs. 19,200
(D)	Medical	Rs. 1,250	Rs. 15,000
(E)	Special Allowance	Rs. 9,450	Rs. 1,13,400
(F)	Broadband Allowance	Rs. 2,000	Rs. 24,000
	<b>Gross Pay</b>	<b>Rs. 32,500</b>	<b>Rs. 3,90,000</b>
(F)	Utilization Allowance	Rs. 6,000	Rs. 72,000
(G)	Basket of Allowance	Rs. 3,333	Rs. 39,996
(H)	Gratuity	Rs. 313	Rs. 3,756
(I)	Insurance - Employer	Rs. 500	Rs. 6,000
(J)	PF - Employer	Rs. 1,800	Rs. 21,600
	<b>Cost to Company</b>	<b>Rs. 44,446</b>	<b>Rs. 5,33,352</b>
<b>Deductions</b>			
(K)	Insurance - Employee	Rs. 0	Rs. 0
(L)	PF - Employee	-Rs. 1,800	-Rs. 21,600
(M)	Professional Tax	-Rs. 200	-Rs. 2,400
	<b>Net Pay (Gross-Deductions)</b>	<b>Rs. 30,500</b>	<b>Rs. 3,66,000</b>
Gratuity is calculated as per the Gratuity Act 1972 (Payable on completion of five years of service)			
Income Tax deduction based on the Income Tax Act 1961			
Laptop Allowance of ₹1500 per month (Windows) & ₹2000 per month (Mac) if an employee uses a personal laptop for office work as per the company laptop policy.			

For any background checks or inquiries, please contact at Tel: 040 4917 4522 or [team-hr@byteridge.com](mailto:team-hr@byteridge.com).



OL No: TN11378

Date : 19 April 2023

Dear Yashasvi Chilankar,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

**Date of Joining : 4 September 2023**

**Training Period : 4 September 2023 to 13 September 2023**

**OJT Start Date: 14 September 2023**

**OJT End Date: 13 March 2024**

**Location of Training: Bangalore**

**Stipend: INR 15000 Per Month**

**Incentives : INR 10000**

**Target: 180000 INR per month.**

**Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **4 September 2023**.

DATE: \_\_\_\_\_

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

**TEACHNOOK EDUTECH**

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,  
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)

**INTERNSHIP LETTER - CONFIDENTIAL**

21<sup>st</sup> September, 2022

Mr. Aman Bajaj,  
15 Om Nagar Tiranga Sq  
Sakkardarra 440024, India

**Subject: Internship at Amantya**

Dear Mr. Aman,

We are pleased to confirm your selection for the internship at Amantya Technologies on the following Terms & Conditions:

1. During your internship, you will be paid a stipend of INR 15,000/- (Rupees Fifteen Thousand Only) every month.
2. The tenure of internship with Amantya Technologies is six months. This internship period is effective from the date of your joining and may be renewed on a mutual basis.
3. During the period of training/Internship, you are supposed to report at the office in Nagpur.
4. During the internship, you may come across confidential information about Amantya Technologies. By accepting this offer, you acknowledge and agree that you will not be using this information for personal use and will not be disclosing it to anyone.

You are requested to join the internship by **Monday, 2<sup>nd</sup> January, 2023**. On the day of joining, you are advised to report at 10:00 AM and bring the following documents (in Original and one self-attested photocopy):

1. Degree/Semester Marks Cards for all courses pursued (full time)
2. Letter from college/university
3. Proof of present and permanent residence address
4. Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
5. Aadhaar Card/Passport
6. 2 Passport size photographs

The mutual notice period/termination of internship will be 15 days from either side. Amantya Technologies also reserves the right to terminate the internship without any prior notice. In case you are found to not follow the terms and conditions mentioned in this letter or you are found breaching confidentiality or not following the rules and regulations set by the organization then the company has all the rights to terminate your internship with immediate effect.

Email: [info@amantyatech.com](mailto:info@amantyatech.com) || Phone: +91 79825 73857 ||  
Office: Amantya Technologies - Unitech Cyber Park, 12th Floor, Tower B- Sector 39- Gurugram,  
Haryana, 122002.



Letter of Intent (LOI)

April 08, 2022

Gaurav Deepak Gawhane  
Priyadarshini Bhagwati College of Engineering, Nagpur  
Nagpur

Dear Gaurav Deepak Gawhane,

We are pleased to inform you that you have successfully cleared the Campus preselection process and have been provisionally shortlisted for employment as "Graduate Engineer Trainee" subject to the conditions below.

As the next step, you will undergo 'Segue' our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

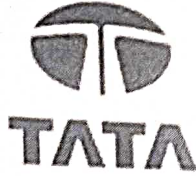
1. **Graduate Engineer Trainee** - You will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.4.00 Lac per annum.

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

**HEXAWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, A Block, TTC Industrial Area, Mahape,  
Navi Mumbai, 400710, Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500  
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com





22-23

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223939453/Pune**  
**Date: 24/11/2022**

Mr. Samay Namdeo Chaudhari  
77, Sarswati Nagar, Nagpur,  
Manewada,  
Nagpur-440024,  
Maharashtra.  
Tel# 91-7350707221

Dear Samay Namdeo Chaudhari,

**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 &

**TCS Confidential**  
**TCSL/CT20223939453**

**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  
Service Line: 1800 209 3111 Email: careers@tcs.com



OL No: TN11462

Date : 19 April 2023

Dear Anjali Manohar Vaidya,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

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**OJT End Date: 13 March 2024**

**Location of Training: Bangalore**

**Stipend: INR 15000 Per Month**

**Incentives : INR 10000**

**Target: 180000 INR per month.**

**Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **4 September 2023**.

SIGNATURE: \_\_\_\_\_  
(Candidate's Signature)

DATE: \_\_\_\_\_

**TEACHNOOK EDUTECH**

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,  
Bengaluru, Karnataka 560102  
Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223972819/Pune**  
**Date: 24/11/2022**

Mr. Brajesh Govind Dayare  
11, Saubhagya Nagar, Brahma Vidya Society Hudkeshwar Road,  
Near Vinod Kirana Stores,  
Nagpur-440034,  
Maharashtra.  
Tel# 91-7620985829

Dear Brajesh Govind Dayare,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto: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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

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## 1. Basic Cover

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

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

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

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

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

## Loans

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

## Professional Memberships

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

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## **RETIRALS**

### **Provident Fund**

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

### **Gratuity**

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

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

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

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

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

### **2. Pre requisites for Joining**

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

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### **3. Training Period**

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

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

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

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

### **4. Working Hours**

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

### **5. Mobility**

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

### **6. Compensation Structure / Salary components**

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

### **7. Increments and Promotions**

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

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a





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

## **9. Confidentiality Agreement**

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

## **10. Service Agreement**

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

## **11. Work in SBWS mode**

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

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

## **12. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

### **13. Terms and Conditions**

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

### **14. TATA Code of Conduct**

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

### **15. Notice Period**

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

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

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

### **16. Retirement**

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

### **17. Pre-employment Medical Certificate**

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



qualification of MBBS to the Induction Coordinator.

## 18. Employment of Non Indian Citizens

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

## 19. Background Check

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

## 20. Submission of Documents

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

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

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

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- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

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

The original documents will be returned to you after verification.

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

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

## 21. TCS Xperience Program

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

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

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

## 22. Letter of Appointment

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

## 23. Rules and Regulations of the Company

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





same shall be communicated on internal portal/Ultimatix.

#### **24. Compliance to all clauses**

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

#### **25. Data Privacy Clause:**

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

(b) It will be processed for various organizational purposes such as 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

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interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Brajesh Govind Dayare</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Priyadarshini Bhagwati College Of Engineering, Nagpur</b>

Table 1: Compensation Details (All Components in INR)

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

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



## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> 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><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> 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><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	





## **Confidentiality and IP Terms and Conditions**

### **1. Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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



## **2. Associate's Obligations**

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

## **3. Intellectual Property Rights**

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

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

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

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

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



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

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

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

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

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

## **8. Restriction on Associate's Rights**

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

## **9. No License**

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





## 10. Equitable Rights

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

## 11. General

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

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

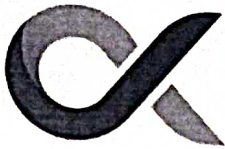
(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein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

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay 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.



2022-23

**QUALITYKIOSK**  
TECHNOLOGIES

Date: \_\_\_\_\_

Name: Gaurav Verma

Contact Number: \_\_\_\_\_

Email id: \_\_\_\_\_

Current Address: \_\_\_\_\_

Permanent Address: \_\_\_\_\_

Department: \_\_\_\_\_

Location: \_\_\_\_\_

**Dear Candidate,**

In response to your application and subsequent interviews, we are pleased to offer you the post of **Digital Quality Engineer (Grade: A3)** in our organization. Remuneration details are given in Annexure - 1 to this letter.

At the time of joining you will be expected to enter into an Agreement for a period of 24 months, which will provide details on the scope, terms and conditions of your employment, the necessary trainings and contractual obligations to be with QualityKiosk Technologies Pvt. Ltd.

The onboarding shall be at QualityKiosk Technologies Pvt. Ltd.'s Mumbai office on the day of your

**QualityKiosk Technologies Pvt. Ltd.**

Regd. Office: 419A, C-Wing, Rupa Solitaire, MBP, Navi Mumbai - 400710. Ph: +91  
4128 8200 / 4141 6900 | Fax: +91 22-27780929

CIN No.: U72900MH2000PTC127584

www.qualitykiosk.com | info@qualitykiosk.com

22-23

99.

Compose

Mail

Inbox 3,416

Snoozed

Important

Sent

Drafts 214

Spam 1

Categories

More

Meet

Labels

Boxbe Waiting L... 3,423

COINSWITCH 29

CSE-PBCOE

HDFC 1

M-TECH-2018-19

MUTUAL-FUND 33

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

From: Julisha Thomas <julisha\_thomas@hcl.com>

Date: Thu, May 25, 2023, 9:55 AM

Subject: HCLTech || Final Confirmation || Batch 2022/2023

To: MITALI WANDHARE24@GMAIL.COM <MITALI WANDHARE24@gmail.com>

Dear Candidate,

Greetings from HCLTech!!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

Registered Name	Gender	Registered Email	UG Branch
MITALI WANDHARE	FEMALE	MITALI WANDHARE24@GMAIL.COM	COMPUTER SCIENCE AND ENGINEERING

Important Points:

1. CTC offered: INR 3.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24\*7
3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech
4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you will be liable to pay the organization.

Please Note:

Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022,2023



OL No: TN11377

Date : 19 April 2023

Dear **Pranjali bawankar**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

**Date of Joining : 4 September 2023**

Training Period : **4 September 2023 to 13 September 2023**

OJT Start Date: **14 September 2023**

OJT End Date: **13 March 2024**

Location of Training: **Bangalore**

Stipend: **INR 15000 Per Month**

Incentives : **INR 10000**

Target: **180000 INR per month.**

Pre - Placement Offer :- **4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **4 September 2023**.

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

**TEACHNOOK EDUTECH**

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,  
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)



2022-23

:: L Cube Innovative Solutions  
Pvt. Ltd. - Job Offer for Srushti  
Lokhande Inbox



HR.Pune 26 Jan  
to me, Makarand ▾



Dear Ms. Srushti Lokhande,

We are pleased to inform you that you have been offered the position of **Business Development Engineer** with L-Cube Innovative Solutions Pvt. Ltd.

Your remuneration would be INR 3,00,000/- (Three Lakhs Only) CTC per year.

Your working hours will be 6:30 PM TO 3:30 AM IST (US timings, Night Shift Only) from Monday through Friday and may shift depending upon daylight saving time.

Your Work Location is Pune and your Date of joining will be intimated to you one month in advance and may fall in between June and September of 2023.

You will be under probation for a period of six months from your date of joining. During your probation period you are liable to be terminated if your services are not satisfactory or if any attitude related issues are brought to the Management's notice.

You will be required to execute a Service Agreement as undertaking to serve our Organization for a minimum period of two years from the date of your joining. The Duly Signed Original Service Agreement with effect date from 19<sup>th</sup> June 2023 to 18<sup>th</sup> June 2025 should be submitted to our Pune Office as per the required format on or before 5<sup>th</sup> February, 2023, failing which this offer shall be Null and Void.

You shall be governed by the rules and regulations of the company at all times without exception. You shall be eligible for all statutory provisions according to the laws in force from time to time. This offer is subject to







to me, Poonam ▾

2022-23

Classification: **Public**

Dear Candidate,

Greetings from HCLTech!!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

Student Name	Email	UG - Degree Name
Srushti D. Lokhande	<a href="mailto:srudklok@gmail.com">srudklok@gmail.com</a>	BE

**Important Points:**

1. CTC offered: INR 3.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24\*7 operations and Shifts, willing to learn.
3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.
4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

**Please Note:**

Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

Dear Rubel Pakalwar,

We are pleased to offer you a position of **Relationship Manager, Under the Graduate Management Associate - Sales Program** at **L1 Level** as per the following terms and conditions.

**1. Place of Posting: Akola.** Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Sales, Business Development, Credit and Collections** for the company.

**2. Working hours:** Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

**3. Probation:** You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

**4. Compensation Package:**

**4.1. Salary:** As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 90,000
Leave & Travel Allowance	Rs. 20,000
Flexible Allowance	Rs.
Other Allowances	Rs. 63,400
Provident Fund	Rs. 21,600
<b>Gross Salary</b>	<b>Rs. 375,000</b>
Incentives	Rs. 150,000
<b>CTC *</b>	<b>Rs. 525,000</b>

\*Insurance is a company paid benefit which is over and above your CTC

**4.2. Allowances:**

**4.2.1.** The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. p.a.**)

**4.2.2.** Official travel will be reimbursed subject to the policies of the company governing the same.

**4.3. Other Benefits:**

**4.3.1.** You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

**4.3.2.** You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Relationship Manager are pegged at **Rs. 150,000 /- p.a**)

1

**4.3.3.** You will be covered under the group medical and accident insurance policies of the company

**5. General:**

**5.1** You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

**5.2** You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

**5.3** You will not engage yourself, in any business of your own or any other business/employment.

**5.4** You are expected to treat these terms of employment confidential.

**5.5** Breach of any of the above conditions will render you liable for termination of your employment without notice.


**5.6** Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

**6. Notice Period:** Either party shall be entitled to terminate the said employment by giving **2 Months** notice or in-lieu of such notice, a sum equal to the gross salary (excluding Employer's Provident Fund) for the notice period at management's discretion.

**7. Your Date of Joining** shall be **July 1, 2023.**

**8. Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

**For Home First Finance Company India Ltd.**



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on \_\_\_\_\_.

Date: \_\_\_\_\_

(Signature):



OL No: TN11392

Date : 19 April 2023

Dear Disha Tangade,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

**Date of Joining : 4 September 2023**

**Training Period : 4 September 2023 to 13 September 2023**

**OJT Start Date: 14 September 2023**

**OJT End Date: 13 March 2024**

**Location of Training: Bangalore**

**Stipend: INR 15000 Per Month**

**Incentives : INR 10000**

**Target: 180000 INR per month.**

**Pre - Placement Offer :- 4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **4 September 2023**.

SIGNATURE: \_\_\_\_\_

(Candidate's Signature)

DATE: \_\_\_\_\_

**TEACHNOOK EDUTECH**

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,  
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 [hr@teachnook.com](mailto:hr@teachnook.com)