

SOCIAL TRANSFORMATION THROUGH DYNAMIC EDUCATION



## **BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR**



### **Invitation for Campus Recruitment Drive**

We feel greatly privileged to invite recruiters and business firms to our campus and experience the difference with new breed of budding engineers of tomorrow.

Bharati Vidyapeeth emphasizes all round development of its students. It aims not only at producing good professionals, but also good and worthy citizens of our country, aiding in its overall progress and development.

**Dr. V. R. Ghorpade**  
(Principal)

**Traning and Placement Officer:**

**Mr. M. S. Sonawane**

Cell : +91 7755900226

Email : [tp.coekolhapur@bharatividyaapeeth.edu](mailto:tp.coekolhapur@bharatividyaapeeth.edu)  
[tpo.bharati@gmail.com](mailto:tpo.bharati@gmail.com)

Near Chitranagari, Morewadi,  
Kolhapur- 416013 (Maharashtra)

Tel. : (0231) 2638893, 2638894

Fax: (0231) 2636050

Email : [coekolhapur@bharatividyaapeeth.edu](mailto:coekolhapur@bharatividyaapeeth.edu)  
Website : [coekolhapur.bharatividyaapeeth.edu](http://coekolhapur.bharatividyaapeeth.edu)

**DTE INSTITUTE CODE EN6288**





### **Bharati Vidyapeeth Pune (Parent Institute)**

Bharati Vidyapeeth was established by Hon'ble Dr. Patangraoji Kadam in 1964 at Pune. The Bharati Vidyapeeth has 182 institutes as established academic excellence and offers programmes in innovative and emerging areas. Presently has 29 constituent institutions, including three research institutes dedicated exclusively to research.

Bharati Vidyapeeth is multi-campus and multi-disciplinary and is catering to the needs of Urban and Rural students, and has significant achievements in research. Bharati Vidyapeeth has world-class infrastructure and facilities, launched several innovative academic programmes, best teaching-learning processes and has entered into national, as well as, international collaborations.



### **Bharati Vidyapeeth's College of Engineering, Kolhapur**

Established in year 2001 by Bharati Vidyapeeth Pune. It is approved by AICTE, New Delhi & affiliated to Shri Chhatrapati Shivaji Maharaj Vastu Sangrahalaya, Kolhapur. The institute is committed to grooming future visionaries and leaders by imparting knowledge that has a blend of academics, practical training and overall personality development. It is located at a distance of 8 km from the central bus stand, 5 km from the airport and 5 km from the Railway station. The campus is spread over 10 acres of land with a beautiful landscape along with other amenities.

#### **Civil Engineering**

Our Civil Engineering graduates are working in reputed Civil Engineering private companies like Lodha Group, Shetty Infra and in government of Maharashtra projects. Civil Engineering students are working at various capacities like structural design engineer, Construction Supervisory positions and Snagging Engineers profile. Road, Bridges and building developers prefer our student for their hardworking attitude.

#### **Computer Science and Engineering**

Our Computer Engineering students are working on live software development and web designing projects while studying in final year. Our Computer department alumni are working in India and abroad in various national and MNC as Project Manager, Software Developers. Now fresher are mostly preferred for IT services requirements. We groom our students by conducting value added extracurricular programs as per changing industrial requirements.

#### **Electronics and Telecommunication Engineering**

E&TC graduates are multi skilled and absorbed both in IT sector and Telecommunication core electronics sector. Manufacturing and automation companies recruit our students as Project Erection and Plant Maintenance Engineer. Especially female candidates are preferred on Embedded and VLSI software development projects. Fastly growing telecommunication sector is our major focus for fresh E&TC graduates. We have very sincere students having good circuit design and controller level programming skills which is requirement of most electronics industries.

#### **Mechanical Engineering**

Our Mechanical Engineering graduates will have successful career in core design, thermal, manufacturing, management or product design and modeling software profession through quality education. Mechanical Engineering graduates will apply good scientific and engineering breadth and comprehend, analyze, design and create innovative products and solutions for engineering problems and working from supervisory to managerial position in various manufacturing and foundry industries.



## Training

Campus Recruitment Training Programs by Professional Training agencies.

Industrial Training and Internships.

Shivaji University Lead College Training programs

Departmental Value addition Training Programs.

Higher Studies Guideline-GATE/GRE/TOEFL.

## Identifying Training needs by

Employability Tests like AMCAT, COCUBE

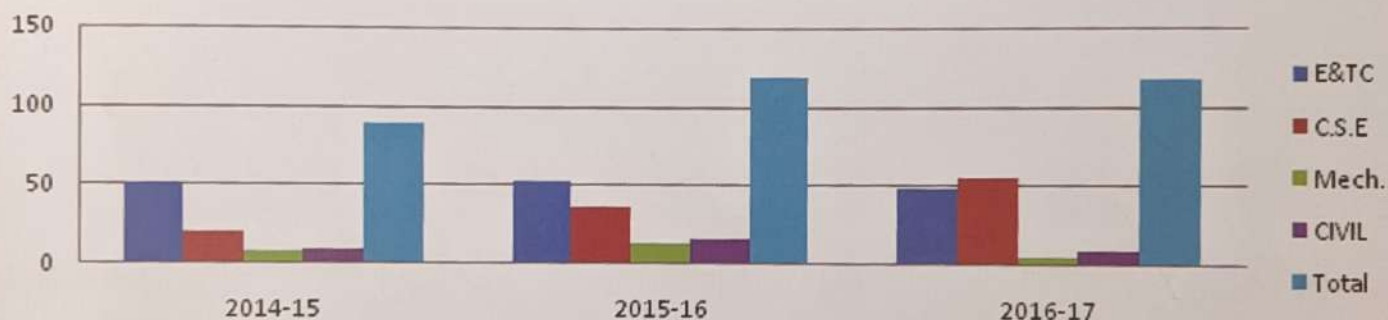
Employers Feedback

Industrial and HR forum meet feedback

Changing Trends in Engineering Industries

Soft skill Communication test in Language Laboratory.

## Campus Placement Selection



## Major Recruitment

- |                                   |   |
|-----------------------------------|---|
| ■ CMS IT Services Limited, Kalyan | ■ E-ZEST InfoTech Pvt. Ltd. Pune          |
| ■ Tata Consultancy Services Pune  | ■ Elcome Marine Services Pvt. Ltd. Mumbai |
| ■ Persistent Pvt. Ltd. Pune       | ■ A.S. Molobhoy Pvt. Ltd. Mumbai          |
| ■ Syntel Pvt. Ltd. Pune           | ■ NAINKO EXIM                             |
| ■ Infosys Pvt. Ltd. Bangalore     | ■ FOXNCLOUD, KOLHAPUR                     |
| ■ L & T InfoTech Pvt. Ltd. Pune   | ■ Ram Krishna IT System Pvt. Ltd., Pune   |
| ■ MPTA group Pvt. Ltd. Pune       |   |





## Placement Procedure

### Pre-Placement Interaction:

This is a platform for interaction between the students and the company representatives, where information regarding profile of the company, key aspects of its business, work environment and opportunities are made available to the students. This is followed by a Question-answer session. Companies can also share information through e-mails if they are unable to come for the PPTs.

### Application:

Interested students apply to the company through the TPO Office. A detailed resume is submitted by the student as part of the application process. Training and Placement Officer coordinates corporate interaction.

### Placement Interviews:

The final placement process and the interviews are conducted over an extended period of time. This gives the companies ample time for any customized selection process that may be required. The interviews are facilitated through remote means (video conferencing– Skype, etc.) in case the company is unable to interview students on campus. The final placement interview gives the company and the student an opportunity to discuss the role in detail, thereby helping the candidate make the right choice.

### Offer Letters:

The company can make an offer to the student after the final interview. The offer is communicated by the company to the TPO Office which in turn is communicated to the selected student.

## Our Alumni



**Mr. Arun Powar**  
ELCOME, Integrated System  
Pvt. Ltd. Mumbai.



**Mr. Akshay Chandakkar**  
Medfusion Inc. North Carolina, US.



**Mr. Ketan Sasane**  
GuoXinTong Technologies  
Co. Ltd., China.



**Mr. Nikhil Mutalik**  
Alcatel-Lucent, Bengaluru.



**Mr. Kunal Patil**  
Intel, Oregon, US.



**Mrs. Malika Mujawar.**  
Engineer, Mahagenco,  
Maharashtra



**Mr. Rahul Patil**  
Mahindra & Mahindra, Pune.



**Mr. Satyavrat Mane.**  
Mercedes-Benz R&D India Pvt. Ltd.



**Mr. Satish Dhamankar.**  
Honda Motorcycle  
India Pvt. Ltd.



**Mr. Vinod Parkhi.**  
Voleo Organization, Pune.



**Mr. Ankit Patel.**  
Thyssen Crupp Industries India,  
Pvt. Ltd., Pune.



**Mr. Rahul Patil**  
Cummins India Ltd., Pune.



**Mr. Vipul Jamkhndikar**  
CSIR-unit for R&D of  
Information Product, Pune.



**Mr. Sagar Mudalage**  
Cognizant technology solution, Pune.



**Miss. Vrushali Naikavade-Pawar.**  
L&T infotech, Pune.



SOCIAL TRANSFORMATION THROUGH DYNAMIC EDUCATION



# BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR

DTE INSTITUTE CODE 6288



● Affiliated to Shivaji University, Kolhapur ● Approved By AICTE, New Delhi ●



Near Chitranagari, Kolhapur- 416013 (Maharashtra)  
Tel. : (0231) 2638893, 2638894 Fax: (0231) 2636050  
Email : [coekolhapur@bharatividyaapeeth.edu](mailto:coekolhapur@bharatividyaapeeth.edu)  
Website : [www.coekolhapur.bharatividyaapeeth.edu](http://www.coekolhapur.bharatividyaapeeth.edu)



## Campus Placement

### More than 120 Students Placed in Reputed Companies (2015-16)



Asim Lambey  
ETC



Aniket Shevade  
ETX



Sohail Naikwadi  
ETC



Ketan Shelake  
ETX



Kiran More  
ETX



Adita Kulkarni  
CSE



Chaitali Joshi  
CSE



Akshata Patil  
ETC



Digvijay Zite  
CSE



Sammed P. Mule  
MECH



Amit Yadav  
MECH



Akash Wagchode  
ETC



Akash Shinde  
ETC



Sai Shah  
ETC



Mohsin Raut  
CSE



Manoj Dharkar  
CSE



Madhuri Kamat  
CSE



Viraj Gajbar  
ETC



Bhauso Daware  
CSE



Kunal Patil  
ETX



Tejal Parab  
ETC



Manu Mohan  
ETX



Pranav Jagajampi  
CSE



Pathmesh Bhosale  
ETC



Rushikesh Mane  
ETX



Sandip Salam  
Mech



Akshay Gudsurkar  
ETX



Shyam Choudhari  
ETX



Yoginath Shinde  
ETC



Sharau Ghatage  
CSE



Jotiba Babar  
CSE



Suraj Chougule  
MECH



Prasad Pawaskar  
ETC



Pawan Patil  
ETX



Satish Bhoite  
MECH



Rahul Mule  
MECH



Shreya Warke  
CSE



Prathmesh Nazare  
ETC



Akshay Patankar  
ETC



Tanmay More  
ETC



Neelesh Tippe  
CSE



Soham Kulkarni  
CSE



Sneha Patil  
ETC



Vishakha More  
ETC



Karan Budhele  
ETX



Supriya Sawant  
CSE



Vaishnavi Kulkarni  
ETC



Shubham Motewar  
MECH



Boundless  
Innovation



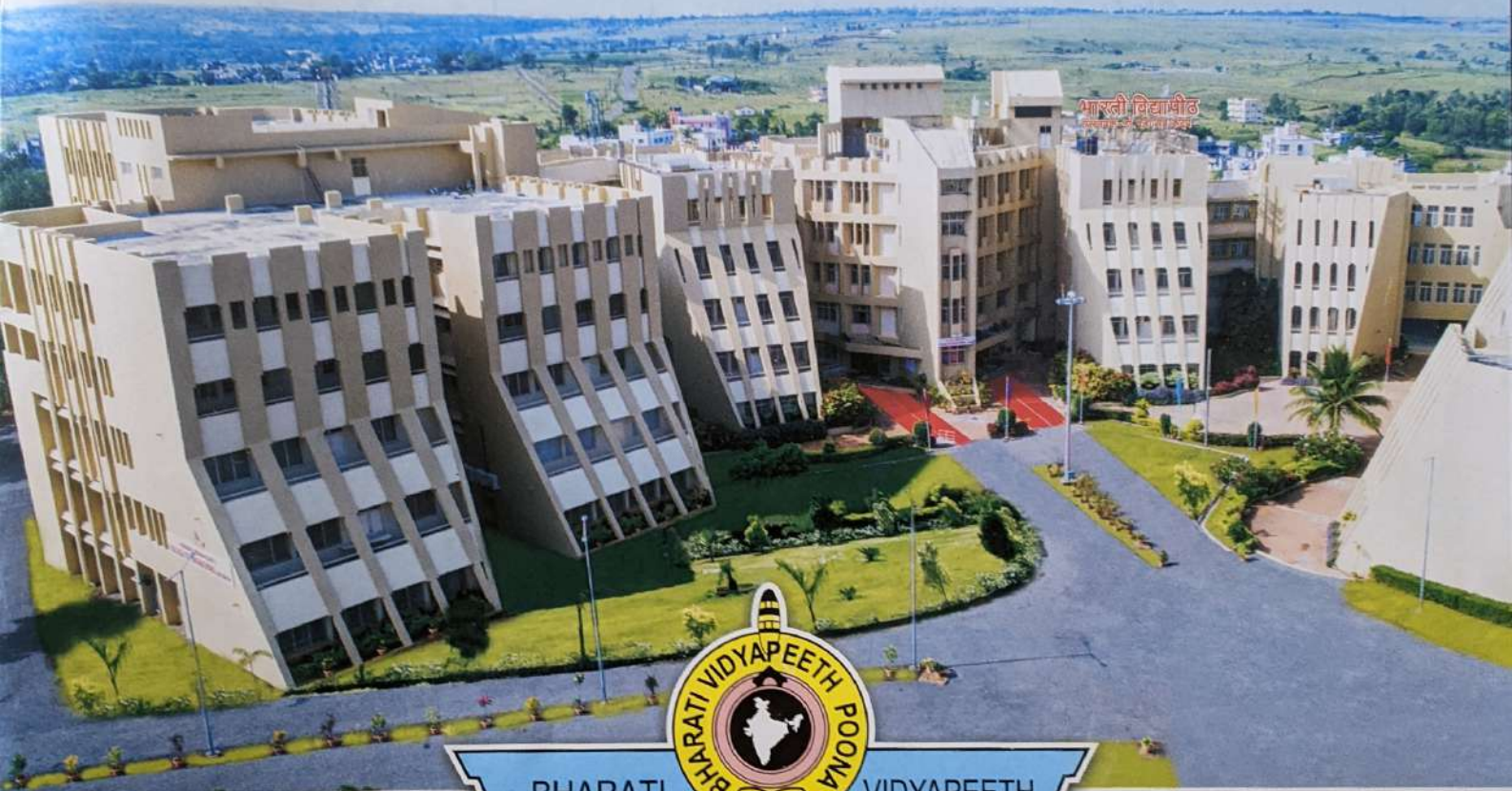
## Scholarship Facilities

1. SC/ST/VJNT/SBC/OBC Scholarship As Per Government Rules
2. Minority: Jain/Muslim/Parsi/Shikh/Buddhist Scholarship As Per Government Rules
3. Open: EBC Scholarship as Per Government Rules
4. Primary/Secondary Teacher: Scholarship Per Student Rs.4000/-
5. Central Sector: Scholarship as Per Government Rules (HSC)
6. Shivaji University: Scholarship as Per Shivaji University Rules
7. TFWs: Admission In Tution Fee Waiver Scheme
8. Handicapped: Scholarship As Per Zilla Prashid Rules





Social Transformation Through Dynamic Education



## **BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR**

→ DTE Institute Code : EN6288 ←



**Affiliated to Shivaji University, Kolhapur  
Approved by AICTE, New Delhi**

Near Chitranagari, Kolhapur - 416013. (M.S.) India. Tel. (0231) 2638893, 2638894 Fax: 02312636050.

Website : [www.coekolhapur.bharatividyaapeeth.edu](http://www.coekolhapur.bharatividyaapeeth.edu)



## About Bharati Vidyapeeth

**Bharati Vidyapeeth Pune** is the parent body of Bharati Vidyapeeth's College of Engineering, Kolhapur. Bharati Vidyapeeth one of the largest networks of education institutions in India, established by Hon'ble Dr. Patangraoji Kadam in 1964 at Pune. Bharati Vidyapeeth has achieved its new height of success under the guidance and leadership of Secretary Dr. Vishwajeet Kadam. Bharati Vidyapeeth has campuses across the country at New Delhi, Navi Mumbai, Sangli, Pune, Solapur, Karad, Satara, Panchgani and Kolhapur and also has overseas campus at Dubai and USA. Bharati Vidyapeeth has total 187 institutes which includes 6 Engineering Colleges. Bharati Vidyapeeth's College of Engineering, Kolhapur was started in the year 2001. The institute provides a conducive learning environment for students to enhance their creative skills, utilize their potential in becoming capable engineer.

## B.Tech Courses

### Mechanical Engineering



1. Excellent Interaction with Industry through MoU's.
2. Motivate students for Co-curricular and Extra-curricular activities.
3. Industrial and Research oriented projects.
4. Workshop equipped with latest machinery.
5. Continuous mentoring of students.

### Civil Engineering



1. Active Learning through NPTEL, MOOC and MOODLE.
2. Involved in research and industry consultancy.
3. Laboratories with high precision latest equipments and softwares.
4. Workshops, value added courses and seminars on latest technologies from industrial experts.
5. Project based learning.

### Electronics & Telecommunication Engineering



1. Developing practical skills by industrial training program, workshop & Industrial visit.
2. Promoting students to select industry based sponsored project.
3. Industry sponsored laboratories.
4. Prize winning performance at national level project/paper competition.
5. To empower budding engineers to meet the growing needs of Industry & society.

### Computer Science & Engineering



1. Students in university merit order.
2. Research grants for Final year project from university.
3. Microsoft Certifications to students.
4. Hands-on Workshop and Authorized Certification programs.
5. Conduction of different Corporate Readiness Training Programs.

## Institute Facilities and Features

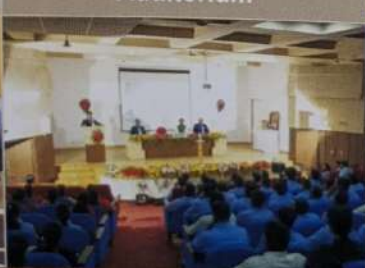


- Excellent Infrastructure with lush green landscape with natural parking area
- Highly qualified and experienced faculty
- Wi-Fi enabled campus and dedicated leased line with 100Mbps internet service
- Latest equipped laboratories, Workshop and ICT equipped Class rooms
- Placements in reputed Companies
- Special Guidance for GRE, TOEFL, IELTS, MPSC, UPSC, GATE Exams
- Organization of technical events and conferences.

### Sponsored Laboratories



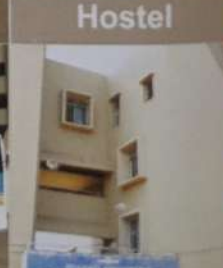
### Auditorium



### Transport



### Hostel



### Cultural





## Eligibility Criteria

### First Year B.Tech

- The Candidate should be an Indian National & Passed HSC with Physics and Mathematics as compulsory subjects and one of Chemistry/Biotechnology/ Biology/ Technical Vocational subjects and obtained at least 50% marks (45% marks for Backward class categories and Disability candidates belonging to M.S) in the above subjects. Candidate should obtain non zero positive score in JEE Main Paper I or should have appeared in all the subjects in MHT-CET 2020 and should obtain non zero score.

OR

- Passed Diploma in Engineering and Technology and obtained at least 50% marks (45% marks for Backward class categories and Disability candidates belonging to M.S).

### Direct Second Year B.Tech

- The Candidate should be an Indian National, Passed Diploma Course in Engineering and Technology with at least 45% marks (40% marks in case of candidates of backward class categories and Persons with Disability belonging to Maharashtra State only) in appropriate branch of Engineering and Technology from an All India Council for Technical Education or Central or State Government approved Institution or its equivalent.

OR

- Passed B.Sc. Degree from a University Grants Commission (UGC) or Association of Indian Universities recognized University with at least 45% marks (40% in case of candidates of backward class categories and Persons with Disability belonging to Maharashtra State only) and passed HSC with Mathematics as a subject. Provided that students belonging to this category shall clear the subjects of Engineering Graphics/ Engineering Drawing and Engineering Mechanics of the first year Engineering Program along with second year subjects.

### First Year M.Tech

Bachelor degree in Engineering Technology with Non-Zero GATE score or Two years work experience.

## List of documents for Admission:

Type of Candidate	Documents
All Candidate	<ol style="list-style-type: none"> <li>1. S.S.C. Marks Sheet</li> <li>2. HSC/ Diploma Mark Sheet</li> <li>3. School Leaving Certificate and Aadhaar Card</li> <li>4. Domicile Certificate</li> <li>5. MHT-CET 2020/ JEE Main (Paper-1) 2020 Score Card</li> </ol>
SC/ST Category	<ol style="list-style-type: none"> <li>Documents Sr. No. 1 to 5 &amp;</li> <li>6. Caste Certificate</li> <li>7. Caste/ Tribe validity Certificate</li> </ol>
VJ/DT-NT OBC/SBC Category	<ol style="list-style-type: none"> <li>Documents Sr.No. 1 to 7 &amp;</li> <li>8. Non Creamy Layer Certificate valid up to 31 March 2021</li> </ol>
TFWS	<ol style="list-style-type: none"> <li>Documents Sr.No. 1 to 5 &amp;</li> <li>9. Annual Income certificate of Parents less than 8.00 Lakhs</li> </ol>
OMS	<ol style="list-style-type: none"> <li>Documents Sr. No. 1 to 5 &amp;</li> <li>10. Migration Certificate</li> <li>11. Passing Certificate</li> </ol>

- \* The admission process will be carried out as per the norms decided by DTE, Maharashtra
- \* Institute Fees : As fees fixed by Fee Regulatory Authority, Government of Maharashtra.

## Scholarship Facilities:

1. SC/ST/VJNT/SBC/OBC : Scholarship As per Government rules
2. Minority : Jain/Muslim/Parsi/Shikh/Buddhist Scholarship as per Government Rules
3. Open: EBC Scholarship as per Government Rules
4. Primary/Secondary Teacher : Scholarship per Rules
5. Central Sector: Scholarship as per Government Rules (HSC)
6. Shivaji University: Scholarship as per Shivaji University Rules
7. TFWS: Admission in tuition Fee waiver scheme
8. Handicapped: Scholarship as per Zilla Parishad
9. EWS: Economical Weaker Section as per Government Rules

## LIBRARY



### Well equipped 1116.40 Sq.mtrs Digital Library.

- \* 24012 Books, 5069 Book Titles & 1808 Reference Books
- \* Access to Periodicals, National and International Journals and Elsevier Science Direct
- \* National Programme on Technology Enhanced Learning (NPTEL) IIT video lecture series.
- \* Social-Welfare Book-Bank facility of SC/ST students.
- \* Large Reading Hall

### Sport



### Canteen



### Gymnasium



### Award Winner Projects





## OUR RECRUITERS



## Training and Placement

- ▶ Dedicated Placement Department and Training and Placement Officer.
- ▶ MoU's with reputed industries to maintain excellent Placement record.
- ▶ Placement support to pass out students.
- ▶ MoU with Aptech Pvt. Ltd. for placement training.
- ▶ Expert Lectures on Career Advancement and advance technologies.
- ▶ Industrial/Vocational Internship Training.
- ▶ Guidance and Encouragement for Entrepreneurship development.
- ▶ Guidance for competitive exams like GATE, GRE, IELTS, TOEFL, UPSC, MPSC.

## PRIDE ALUMNI



**Mr. Anil Kokare**  
Assistant Engineer  
Panvel Municipal Corporation,  
Panvel Mumbai



**Mr. Shreeniwas Kajave**  
Dy. Junior Engineer  
PWD Sub-division, Pachora,  
Jalgaon



**Mr. Kunal Patil**  
Product Development Engineer  
Intel, Oregon, U.S.



**Mr. Arun Powar**  
Sr. R & D Engineer  
ELCOM, Integrated System Pvt. Ltd.  
Mumbai



**Mr. Gaurav Dhobale**  
Assistant Police Sub-Inspector  
(Radio Mechanic) Maharashtra Police wireless  
Department



**Miss. Harsha Pawar**  
Software Developer  
Lekha Wireless Pvt. Ltd.



**Mr. Amol Mane**  
Senior Quality Assurance Engineering  
Crane Process Flow Technologies  
India Pvt. Ltd.



**Mr. Uddhav Gurav**  
Senior Engineer  
Sigma Electric Manufacturing  
Co. Pvt. Ltd.



**Miss. Vrushi Naikavade-Pawar**  
Sr. Software Engineer,  
L&T Infotech, Pune.



**Dr. Sarang Patil**  
Assistant Professor  
Sinhgad Institute of Technology

## University Topper



**Bhakti Bhatkar**

## Courses Offered

Sr. No.	Courses Offered	Choice Code	Intake
<b>B. Tech Course (U.G)</b>			
1.	Computer Science and Engineering	628824210	60
2.	Electronics & Telecommunication Engineering	628837210	90
3.	Mechanical Engineering	628861210	120
4.	Civil Engineering	628819110	60
<b>M.Tech Courses (P.G)</b>			
1.	Electronics & Telecommunication Engineering	628837210	18
2.	Computer Science & Engineering	628824210	18
3.	CAD/CAM/CAE	628863310	18

**For Admission Contact :** Mr. Rahul Kadam ( B.E, M.B.A.) Admin. Officer Mobile: 9850644064

Dr. Vijay Ghorpade  
PRINCIPAL

Dr. H. M. Kadam  
Regional Director



SOCIAL TRANSFORMATION THROUGH DYNAMIC EDUCATION



# BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR

DTE INSTITUTE CODE 6288



● Affiliated To Shivaji University, Kolhapur ● Approved By AICTE, New Delhi ●



Near Chitranagari, Kolhapur- 416013 (Maharashtra)  
Tel. : (0231) 2638893, 2638894 Fax: (0231) 2636050  
Email : [coekolhapur@bharatividyaapeeth.edu](mailto:coekolhapur@bharatividyaapeeth.edu)  
Website : [coekolhapur.bharatividyaapeeth.edu](http://coekolhapur.bharatividyaapeeth.edu)



## Training & Placement

- Dedicated Team of TPO & Dept. TPO coordinators
- Excellent Placement record
- Placement support to pass out students
- Regular Expert Lectures on Career Advancements & Guidance for FE to BE
- MoU with SEED Infotech, Pune for regular training on Soft Skills, Aptitude, Group Discussion for SE to BE Student
- Regular interactions from Industry Experts on advance technologies in Engineering
- MoUs with reputed industries for offering sponsored projects
- MoUs with reputed engineering industries for Campus Placement
- MICROSOFT student associate program
- Guidance for Industrial /Vocational Training
- Encouragement for Entrepreneurship Development
- Guidance for competitive exams like GATE, GRE, IELTS, TOEFL, UPSC, MPSC

## Our Recruiters



## Scholarship Facilities

1. SC/ST/VJNT/SBC/OBC Scholarship As Per Government Rules
2. Minority: Jain/Muslim/Parsi/Shikh/Buddhist Scholarship As Per Government Rules
3. Open: EBC Scholarship as Per Government Rules
4. Primary/Secondary Teacher: Scholarship Per Student Rs.4000/-
5. Central Sector: Scholarship as Per Government Rules (HSC)
6. Shivaji University: Scholarship as Per Shivaji University Rules
7. TFWS: Admission In Tution Fee Waiver Scheme
8. Handicapped: Scholarship As Per Zilla Prashid Rules

## Sports & Cultural Activities





SOCIAL TRANSFORMATION THROUGH DYNAMIC EDUCATION



## BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR



DTE  
INSTITUTE  
CODE 6288

Affiliated to  
Shivaji University,  
Kolhapur

Approved by  
AICTE,  
New Delhi

Near Chitranagari, Kolhapur- 416013 (Maharashtra) Tel. : (0231) 2638893, 2638894 Fax: (0231) 2636050  
Email : [coekolhapur@bharatividyaapeeth.edu](mailto:coekolhapur@bharatividyaapeeth.edu) Website : [coekolhapur.bharatividyaapeeth.edu](http://coekolhapur.bharatividyaapeeth.edu)



## Training & Placement

- Dedicated Team of TPO & Departmental TPO coordinators
- Excellent Placement record.
- Placement support to pass out students.
- Regular Expert Lectures on Career Advancements & Guidance for FE to BE.
- MoU with Seed Infotech, Pune for regular training on Soft Skills, Aptitude, Group Discussion for SE to BE.
- Regular interactions from Industry Experts on advance technologies in Engineering.
- MoUs with reputed industries for offering sponsored projects.
- MoUs with reputed engineering industries for Campus Placement
- MICROSOFT student associate program.
- Guidance for Industrial /Vocational Training
- Encouragement for Entrepreneurship Development
- Guidance for competitive exams like GATE, GRE, IELTS, TOEFL, UPSC, MPSC.

## Our Recruiters



## Our Alumni



Mr. Satyavrat Mane.  
Mercedes - Benz R&D India Pvt. Ltd.



Mr. Rahul Patil  
Mahindra & Mahindra, Pune.



Mr. Satish Dhamankar.  
Honda Motorcycle India Pvt. Ltd.



Mr. Rahul Patil  
Cummins India Ltd., Pune.



Mr. Ankit Patel.  
Thyssen Crupp Industries India. Pvt. Ltd., Pune.



Mr. Kunal Patil  
Intel, Oregon, US.



Mr. Vinod Parkhi.  
Voleo Organization, Pune.



Mr. Arun Powar  
ELCOM, Integrated System  
Pvt. Ltd. Mumbai.



Mr. Vipul Jamkhndikar  
CSIR-unit for R&D of  
Information Product, Pune.



Miss. Vrushi Naikavade-Pawar.  
L&T infotech, Pune.



Mr. Sagar Mudalage  
Cognizant technology solution, Pune.



Mr. Nikhil Mutalik  
Alcatel-Lucent, Bengaluru.



Mr. Ketan Sasane  
GuoXinTong Technologies  
Co. Ltd., China.



Mr. Akshay Chandakkar  
Medfusion Inc, North Carolina, US.



SOCIAL TRANSFORMATION THROUGH DYNAMIC EDUCATION



Estd. 1964  
**Celebrating**



**and Beyond**

BHARATI VIDYAPEETH

Founder Chancellor : Dr. Patangrao Kadam

## **BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR**

Affiliated to Shivaji University, Kolhapur

Approved by AICTE, New Delhi

Accredited by NAAC with 'A' Grade



Near Chitranagari, Kolhapur- 416013 (M.S.), India.  
Tel. : (0231) 2638893, 2638894 Fax : (0231) 2636050  
Website : [www.coekolhapur.bharatividyaapeeth.edu](http://www.coekolhapur.bharatividyaapeeth.edu)  
Email : [coekolhapur@bharatividyaapeeth.edu](mailto:coekolhapur@bharatividyaapeeth.edu)



## Training & Placement

- ▶ Dedicated Team of TPO & Dept. TPO coordinators
- ▶ Excellent Placement record.
- ▶ Placement support to pass out students.
- ▶ Regular Expert Lectures on Career Advancements & Guidance for FE to BE.
- ▶ MoU with SEED Infotech, Pune for regular training on soft Skills, Aptitude, Group Discussion for SE to BE Student
- ▶ Regular interactions from Industry Experts on advance technologies in Engineering.

- ▶ MoUs with reputed industries for offering sponsored projects.
- ▶ MoUs with reputed engineering industries for campus Placement
- ▶ MICROSOFT student associate program
- ▶ Guidance for Industrial / Vocational Training
- ▶ Encouragement for Entrepreneurship Development
- ▶ Guidance for competitive exams like GATE, GRE, IELTS, TOEFL, UPSC, MPSC.

## Our Recruiters



## Scholarship Facilities

1. SC/ST/VJNT/SBC/OBC Scholarship As per Government rules
2. **Minority** : Jain/Muslim/Parsi/Shikh/Buddhist Scholarship as per Government Rules
3. **Open** : EBC Scholarship as per Government Rules
4. **Primary/Secondary Teacher** : Scholarship per student Rs. 4000/-

5. **Central Sector** : Scholarship as per Government Rules (HSC)
6. **Shivaji University** : Scholarship as per Shivaji University Rules
7. **TFWS** : Admission in tuition Fee waiver scheme
8. **Handicapped** : Scholarship as per Zilla Parishad Rules







## MEMORANDUM OF UNDERSTANDING

(MoU)

BETWEEN

ExcelR Solutions



&



Bharati Vidyapeeth's College of Engineering, Kolhapur

FOR

**Student Development Programs, Faculty  
Development Programs and Student Internships  
on Different Emerging Software Technologies**

ExcelR Solutions

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068.

Email: [enquiry@excelr.com](mailto:enquiry@excelr.com) | 1800-212-2120 (Toll Free)

[www.excelr.com](http://www.excelr.com)





## MEMORANDUM OF UNDERSTANDING

This **Memorandum of Understanding** (herein after called as the 'MOU') is entered into on this the 16<sup>th</sup> day of March month 2022 (Date 16-03-2022), by

and between **ExcelR Solutions,**

(Here in after referred as 'First Party')

**And**

**Bharati Vidyapeeth's College of Engineering, Kolhapur**

(Here in after referred to as 'Second Party')

(First Party and Second Party are hereinafter jointly referred to as 'Parties' and individually as 'Party')

### WHEREAS:

1. First Party is an EdTech company: ExcelR Solutions
2. First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources and provide each of them with enhanced opportunities.
3. The Parties intent to cooperate and focus their efforts on cooperation within area of Skill Based Training, Education and Research.
4. Both Parties, being legal entities in themselves desire to sign this MOU for advancing their mutual interests.





NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERE TO AGREE AS FOLLOWS:

**CLAUSE 1: CO-OPERATION**

5. Both Parties are united by common interests and objectives, and they shall establish channels of communication and co-operation that will promote and advance their respective operations within the Institution and its related wings.
6. First Party and Second Party co-operation will facilitate effective utilization of the intellectual capabilities of the faculty of First Party providing significant inputs to the second party in developing suitable teaching / training systems, keeping in mind the needs of the industry, the Second Party.
7. The general terms of co-operation shall be governed by this MOU. The Parties shall cooperate with each other and shall, as promptly as is reasonably practical, enter into all relevant agreements, deeds, and documents (the 'Definitive Documents') as may be required to give effect to the actions contemplated in terms of this MOU. The term of Definitive Documents shall be mutually decided between the Parties. Along with the Definitive Documents, this MOU shall represent the entire understanding as to the subject matter hereof and shall supersede any prior understanding between the Parties on the subject matter hereof.
8. ExcelR would be the training delivery partner for the second party on various trending technologies.
9. ExcelR would be the training delivery partner for the student internships of second party on various trending technologies of minimum four weeks duration.
10. ExcelR will reach out to students to communicate about course details, webinars, blogs, industry events etc., which will be informative or promotional in nature.
11. Training & Development and dissemination of knowledge for students of second party & affiliated colleges and employees of both the organizations.

ExcelR Solutions

49, 1st Cross, 27th Main, behind Tata Motors, 1st Stage, BTM Layout, Bengaluru, Karnataka 560068.

Email: enquiry@excelr.com | 1800-212-2120 (Toll Free)

www.excelr.com





12. ExcelR would work with incubation centers/ innovation cells of second party (Case to case basis), to formulate the business cases and data collection process from various industry and academic bodies that are associated with the second party
13. Cooperation between both parties would be extended to any other area which may be mutually beneficial to both the organizations.

## CLAUSE 2: SCOPE OF THE MoU

14. The budding graduates from the institutions could play a key role in technological up-gradation, innovation, and competitiveness of an industry. Both parties believe that close co-operation between the two would be of major benefit to the student community to enhance their skills and knowledge.
15. Curriculum Design: First Party will give valuable inputs to the Second Party in teaching / training methodology and suitably customize the curriculum so that the students fit into the industrial scenario meaningfully.
16. Software Technologies Training: The first party will provide the trainings to the students and Faculties of the second party on different technologies like Data Science, Data Analyst, Artificial Intelligence, Tableau, Python, etc., Research and Development
17. Skill Development Programs: First Party to train the students of second Party on the emerging technologies to bridge the skill gap and make them industry ready.
18. Guest Lectures: First Party to extend the necessary support to deliver guest lectures to the students of the second Party on the technology trends and in-house requirements.
19. Faculty Development Programs: First Party to train the faculties of second Party for imparting training as per the industrial requirement considering the National Occupational Standards in concerned sector, if available.
20. Both Parties to obtain all internal approvals, consents, permissions, and licenses of whatsoever nature required for offering the Programs on the terms specified herein



21. There is no financial commitment on the part of the second party to enroll the students and faculties for the different free trainings run by the first party under Everyday Learning Initiation.
22. First party would extend the help in providing artifacts such as training records, certificates to the second party upon a written request from the second party. This information is limited to only the students of second party and at the discretion of first party.
23. In case, second party wants to conduct customized commercial trainings then this agreement can be amend/adding annexure with mutually agreed terms.

### **CLAUSE 3: INTELLECTUAL PROPERTY**

24. The first party will have the sole rights on the curriculum and related content provided in the trainings and it cannot be replicated or copied without the consent of the first party.
25. Confidentiality: Except as may otherwise be required by law, each party will hold confidential, during and after the term of this Agreement, any confidential information disclosed to it or its representatives, and will not disclose any such confidential information to any third party.

### **CLAUSE 4: VALIDITY**

26. The period of the agreement is valid for a period of 2 years from the date of signing of this agreement
27. This agreement will be valid only at the intentions of the parties involved therein, this MOU could be dissolved or cancelled by either party any time by giving 30 days' notice and shall not have any legal bindings in nature. should either or all the parties to it opt to not act upon, the MOU loses its validity.



## CLAUSE 5: RELATIONSHIP BETWEEN THE PARTIES

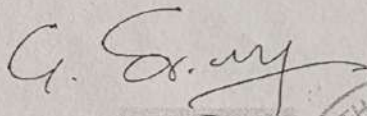
28. It is expressly agreed that First Party and Second Party are acting under this MOU as independent contractors, and the relationship established under this MOU shall not be construed as a partnership. Neither Party is authorized to use the other Party's name to make any representations or create any obligation or liability, expressed or implied, on behalf of the other Party, without the prior written consent of the other Party. Neither Party shall have, nor represent itself as having, any authority under the terms of this MOU to make agreements of any kind in the name of or binding upon the other Party, to pledge the other Party's credit, or to extend credit on behalf of the other Party.

### AGREED:

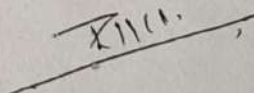
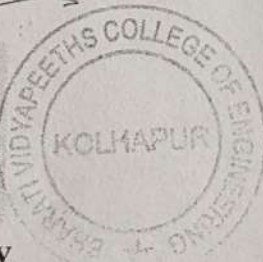
For: ExcelR Solutions

For: Bharati Vidyapeeth's College of  
Engineering, Kolhapur

Srinivas Gurralla Reddy (CTO)



Authorised Signatory



Authorised Signatory





## MEMORANDUM OF UNDERSTANDING

Between

**Bharati Vidyapeeth's College of Engineering, Kolhapur**



And

**ProAutomater Robotics & Automation**

This Memorandum of Understanding (MOU) is to be signed between **Bharati Vidyapeeth's College of Engineering, Kolhapur** and **ProAutomater** on dated **25/02/2019** to promote industry and institute interaction for the mutual benefits of two signing organizations.

It will include the following general cooperative areas like-

1. Training programs through faculty exchange.
2. Industry institute resource sharing to develop the human resource.
3. Extend participation for attending seminars, national and international conferences.
4. Opportunity for the faculty or person from the signing industry to work on a specific project or research activity.
5. Assistance of industry experts in curriculum development.
6. To acquaint the students and faculties on job functions, current industrial practices, new technologies and practical methodologies.
7. Opportunity for Students regarding Industrial Visit / Student internship / Placement opportunities whenever applicable.

### **General terms of the MOU:**

1. The MOU will come into effect from the date of signing of the MOU between two parties and will be valid till such time it is not terminated or closed with mutual consent between the two parties.
2. The MOU can be terminated without any justification or reason through a letter by any of the two organizations without any financial liability or obligation for compensation for the termination.
3. There shall be no financial obligation between the two signing parties and all the agreed activities will be conducted with mutual consent and understanding.



4. All the documents and data emerging from the research activities carried out by the faculty or industry person will be the property of two signing organizations

**This MOU is signed in the presence of:**

1. Dr. Vijay R Ghorpade,  
Principal, Bharati Vidyapeeth's College of Engineering, Kolhapur.
2. Mr. Onkar Todkar,  
Director, ProAutomater Robotics And Automation, Kolhapur.



**ProAutomater**



**Bharati Vidyapeeth's College of Engineering  
Kolhapur**

1. Sign:

2. Name: Mr. Onkar Todkar

3. Designation: Director, PROAUTOMATER

Date: 25/02/2019

1. Sign:

**Principal**

**Bharati Vidyapeeth's  
College of Engineering, Kolhapur**

3. Designation

Date: 25/02/2019



**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RAJARAMBAPU INSTITUTE OF TECHNOLOGY  
AND  
BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING KOLHAPUR.**

---

This Memorandum of Understanding (MoU) executed on 27<sup>th</sup> Oct, 2018 by & between:

Rajarambapu Institute of Technology, through its Advisor, has its office RIT, Rajaramnagar, Islampur, (hereinafter referred to as RIT) on the **First Part**.

**AND**

Bharati Vidyapeeth's College of Engineering, Kolhapur, (hereinafter referred to as **BVCOE**) On the **Second Part**.

**WHEREAS**, RIT and BVCOE are desirous to execute AICTE sponsored FDPs under share and mentor scheme for faculties in AICTE's approved technical institutions.

**AND WHEREAS**, both RIT & BVCOE are mutually desirous to execute this MoU with certain terms and conditions applicable to both for executing the scheme.

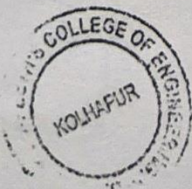
1. **Purpose of Agreement:** This agreement is entered between RIT and BVCOE for defining terms & conditions of FDP, good enough to be Faculty Development Programmes and role and responsibilities of both the parties.

**2. Roles & Responsibilities of Both the Institutions**

RIT is selected under Share & Mentor Scheme of AICTE to conduct Faculty Development Programs in association with other Engineering colleges. Maximum 1.5 lac rupees can be given to the associated institute to conduct FDP

Guidelines for submitting proposal to RIT

1. FDP must be preferably in emerging area of technology.
2. FDP must focus on knowledge updation of the faculties.
3. FDP can be from any engineering branch.
4. Institutes associated with Walchand College of Engg., Sangli can also associate with RIT for mutual benefits.
5. Fund given to conduct FDP should not be spent on Laptops, Computer, traveling of participants.
6. MOU must be signed with RIT for said purpose.
7. Nominate one Co-coordinator from the institute for the planning and conduction of FDP. Co-coordinator is also responsible for deputing faculties for FDPs conducted in other institutes under same scheme.





8. Duration of FDP is 5 to 6 days.
9. TA and Honorarium can be given to resource persons.
10. Resource persons/speakers should be within 600 km distance in order to keep traveling cost within limits.
11. Part of the fund can be spent on arranging accommodation for participants.
12. Registration fees should not be charged to participants.
13. Minimum 10 different institutes must be involved in FDP.
14. Minimum 40 Participants required for FDP

### 3. Validity of Agreement

This arrangement shall be effective up to maximum of 3 years, starting from the date of signing of the agreement and its continuance will be subject to annual review of scheme and deliverables. The continuance of the scheme is also subjected to the AICTE policy, its rules and regulations by laws and guidelines formulated for this purpose from time to time.

### 4. Amendments & Modifications

Any revision/modification or change to this agreement may be by either party only mutual consent and unless such revision/modification or change is acknowledge and accepted by both parties writing, such revision/modification or change shall not be valid binding on the parties to this agreement

This Agreement/ MoU shall be enforceable within the justification of Islampur courts only.

### 5. Termination

RIT in this sole discretion by giving prior notice of one month to the other party, may terminate this agreement without assigning any person. In addition to above, RIT may also terminate this agreement instantly and without giving notice to the other party, in case of change of policy pertaining to the implementation of the scheme or in the event of any breach of this agreement by the other party or any irregularity or dissatisfaction noted in the implementation of the scheme.

This MoU/agreement shall come into force from the date both the parties have signed the same.

Both the parties have considered and read the T&C of this agreement and thereafter agreed to sign this MoU on 27<sup>th</sup> Oct 2018.







## BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR

Approved by AICTE, New Delhi & Affiliated to Shivaji University, Kolhapur  
Near Chitranagar, Kolhapur - 416013 (MS)  
DTE INSTITUTE CODE : EN-6288  
Tel.No.: (0231) 2638893, 2638894, Fax : 2638050  
Web : <http://coekolhapur.bharativedyapeeth.edu> E-mail : [coekolhapur@bharativedyapeeth.edu](mailto:coekolhapur@bharativedyapeeth.edu)

FOUNDER & CHANCELLOR  
Dr. Patangrao Kadam  
M.A., LL. B., Ph. D.

PRINCIPAL  
Dr. Vijay Ghorpade  
M.E., Ph. D. (Computer)

Ref. No. BV/COEK/1213/2017-2018

Date : 23/01/2018

### MEMORENDUM OF UNDERSTANDING

This Memorandum of Understanding is being executed on BVPCOE, Kolhapur between M/s Corecode IT Solutions Pvt. Ltd., A Microsoft – AEP (Authorized Education Partner) having its registered :-

Address: 238, Udyog Vihar, Phase-IV, Gurgaon -122001 and represented by Mr. Nishant Singh (Microsoft certified Trainer / manager operations), hence for purpose of agreement known as "Delivery Partner" (DP) And Bharati Vidyapeeth's College of Engineering, Kolhapur represented by Dr. Vijay R. Ghorpade (Principal), hence for purpose of agreement known as "Resource Partner".

1. Training will be provided free of cost by Corecode IT Solutions to students who enroll/buy the certification exam.
2. Fees will be directly collected by Corecode in case of the college / institution collects the same, they would transfer it max within 11 days of collecting it, in case if they fail to do so, it would have attached interest @ 15%.
3. The fee charged is against Microsoft Certification exam & all other services are complimentary / bundled free & cannot be linked anywhere with the release of payment to Corecode (Corecode IT Solutions Pvt. Ltd.)
4. Resource partner would provide training slots during holidays /weekends within the college premises of min 6-8 hrs. for each session either during regular college or on weekends sat/sun, after due consultation with Delivery Partner and based on the availability of trainer. The duration of the training may increase as per the level of participants & shall not be linked with the release of payments.







## BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR

FOUNDER & CHANCELLOR

Dr. Patangrao Kadam

M.A., LL. B., Ph. D.

Approved by AICTE, New Delhi & Affiliated to Shri Chhatrapati Shivaji Maharaj Vastu Sangrahalaya, Kolhapur

Near Chitranagar, Kolhapur - 416013 (MS)

DTE INSTITUTE CODE : EN-6288

Tel.No.: (0231) 2638893, 2638894, Fax : 2636050

Web : <http://coekolhapur.bharativedyapeeth.edu> E-mail : [coekolhapur@bharativedyapeeth.edu](mailto:coekolhapur@bharativedyapeeth.edu)

PRINCIPAL

Dr. Vijay Ghorpade

M.E., Ph. D. (Computer)

Ref. No. BV/COEK / 1213 / 2017-2018

Date : 28/01/2018

5. The tenure of the contract would be for a period of three years i.e. from \_

\_2018 to 2021, once the agreement is signed between Resource Partner & Delivery Partner, the same cannot be terminated for at least one year from the signing of agreement.

6. Prices & Contents of the training module(s) may be reviewed & revised at the time of renewal of MOU.

7. Delivery Partner would provide two free faculty development programs for faculties of "Resource Partner" and provide vouchers equivalent to 10% of students enrolled.

8. "Resource Partner" would be provided 15% 'Resource Utilization Fees' against use of infrastructure and other resources for the bundled free training. The Resource Utilization fees will be paid on basic fee excluding the taxes and college can transfer the benefits of RUF to its own college students for the relaxation of fees amount of certification.

9. Delivery Partner would provide paid summer Internship to the enrolled students after conducting proper HR process and technical round whom so ever trained student will be selected by HR and technical panel will be entitled for stipend in the band of Rs.3000 – Rs.5000.

10. Delivery Partner would provide free IOT Kit lab setup on each 5 enrolled students basis (i.e. 100 enrolled students for IOT Program then 20 kits will be sponsored to college lab setup) for detailed kit equipment and kit pricing kindly go through the kit equipment's attachment.

11. Students would be receiving the Certificates and other materials in e format.

12. "Resource Partner" will provide the prerequisite infrastructure like lab(s) with Computers, LCD Projector(s), internet etc. required for training.







## BHARATI VIDYAPEETH'S COLLEGE OF ENGINEERING, KOLHAPUR

Approved by AICTE, New Delhi & Affiliated to Shivaji University, Kolhapur  
Near Chitranagar, Kolhapur - 416013 (MS)  
DTE INSTITUTE CODE : EN-6288  
Tel.No.: (0231) 2638893, 2638894, Fax : 2638050  
Web : <http://coekolhapur.bharatividyaapeeth.edu> E-mail : [coekolhapur@bharatividyaapeeth.edu](mailto:coekolhapur@bharatividyaapeeth.edu)

FOUNDER & CHANCELLOR  
Dr. Patangrao Kadam  
M.A., LL. B., Ph. D.

PRINCIPAL  
Dr. Vijay Ghorpade  
M.E., Ph. D. (Computer)

Ref. No. BV/COEK/213 /2017-2018

Date : 23/11/2018

13. In Case of any dispute or difference whatsoever arising between the parties out of relating to the construction, meaning, scope, operation or effect of this contract or the validity or the breach thereof shall be settled by arbitration in accordance with the Rules of Arbitration of the Indian Council of Arbitration and the award made in pursuance thereof shall be binding on the parties. "However, the court of jurisdiction would be New Delhi." (Need to shift in the last in MOU).

14. "Resource Partner" cannot hire any resource or take services from any current ex- employee of the Delivery Partner either directly or indirectly for any full time or part time assignment (Only for mentioned modules in agreement/MOU) without the permission of the Delivery Partner for a minimum period of one year that also after the contract with the college has expired.

15. "Resource Partner" must follow from time to time rules / regulation & operational protocols laid down by Microsoft /other International vendors for their respective certification.

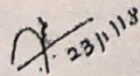
16. "Resource Partner" must issue a letter of successful completion once the programs are completed on college letter head.

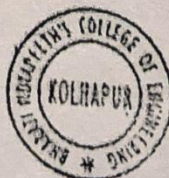
Sig. of College Authority

Authorized Signatory

College Name:-  
Bharati Vidyapeeth's College  
of Engineering, Kolhapur

Corecode IT Solutions Pvt. Ltd.

Signature-  23/11/18  
Dr. Vijay R. Ghorpade  
Principal  
Bharati Vidyapeeth's  
College of Engineering, Kolhapur



Signature- for Delivery Partner





Memorandum of Understanding

This Memorandum of Understanding is made at Kolhapur on Fri day of 3<sup>rd</sup> feb, 2017.

BETWEEN

**Global Talent Track Private Limited** a Company incorporated under the Companies Act, 1956, having its Corporate Office at 6<sup>th</sup> Floor, Delta II Building, Giga Space, Viman Nagar, Pune-411014, Maharashtra, hereinafter referred to as “**GTT**” (which term shall so far as the context admits be deemed to mean and include its successors, administrators, executors and assignees) of the **First Part**.

AND

**Bharati Vidyapeeth's College of Engineering Kolhapur**, located at Chitranagari, Morewadi, Kolhapur-416013 hereinafter referred to as “**BVCOE/The College**” (Which term shall so far as the context admits be deemed to mean and include its successors and assigns) of the **Second Part**;

**WHEREAS:**

1. GTT is a Training Partner associated with various corporates for providing training to the students as part of their CSR activity.
2. BVCOE College is an educational institution affiliated to Shivaji University, Kolhapur, approved by AICTE, New Delhi. The College offers various programs and courses in the streams of Computer Science and engineering, Electronics & telecommunication, Mechanical Engineering etc.



**Global Talent Track Pvt. Ltd.**

6th Floor, Regensis Delta II, Gigaspace, Viman Nagar, Pune 411014  
Contact: 020 - 66438100 [www.gttconnect.com](http://www.gttconnect.com)



3. BVCOE is willing to enter into a Memorandum of Understanding (MOU) with GTT for the skills enhancement initiative through Career Clap, the technology platform and other face to face initiatives.

**NOW IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES HERETO AS UNDER:**

**1. Objective:**

The objective of this MOU is to enable students of BVCOE College access resources that would enhance their employability.

**2. Period of MOU:**

This MOU shall come into force and effect from the date of execution and shall remain valid for a period of One year from such date after which the same may be reviewed by either party. However, if the same is not renewed this arrangement will be deemed terminated on the expiry of the said duration period.

**3. Roles & Responsibilities of the College:**

- a. The College shall be responsible to nominate one person with adequate accountability and responsibility to coordinate the engagement. The person so appointed would act as the single point of contact (SPOC) for the proposed initiative.
- b. It would be the responsibility of the College to ensure that proper publicity of the Program is made through College website.
- c. To encourage the Students to register for the Program by informing them about the benefits of the program.
- d. To provide all the support services and facilities to GTT during the conduct of the said Training Program.
- e. To coordinate with GTT and facilitate conduct of all the assessments including the assessment to be conducted by the external agency (if any) identified by GTT, as per schedule communicated by GTT.



#### **4. Roles & Responsibilities of GTT:**

- a. GTT shall be responsible to provide access to employability enhancement related activities through blended learning model including use of Career Clap.
- b. GTT will arrange for assessment of its own and also arrange external assessment as required.

#### **5. Other Terms & Conditions:**

Following are the other terms and conditions of MOU:

- a. The students enrolled should complete the training as scheduled.
- b. The students should register online through Career Clap and appear for Assessments as required.
- c. Program Coordinator to be appointed by college
- d. TPO's active support and participation is required for smooth & efficient conduct of the program

#### **6. Commercials:**

This Training Program is free of cost. GTT shall not charge any fees on whatsoever account/name from the students or the College for conducting the aforesaid training program.

#### **7. Certification:**

E-Certificates shall be awarded by GTT to the students on successful completion of the training and clearing of the assessment held post completion of the training program.

#### **8. Limitations and Warranties :**

Both parties agree that it would be their endeavour to prevent any liability arising out of default or non-compliance of the MOU terms by the other party.



#### **9. Termination:**

- a. Both parties can terminate the MOU with a prior written thirty (30) day notice on default of terms of non-adherence to any condition or responsibilities by the other party as outlined in this MOU in case such default is not rectified within such 30 days.
- b. Both parties also agree that it would be their professional endeavour that despite any termination of the MOU, progress would continue, without any prejudice to the ongoing Training Programs, which would be without any hindrance and would be progressed for completion.

#### **10. Entirety & Amendment:**

This MOU contains the entire understanding between the Parties in relation to the Training Program. If during the operation of the MOU, circumstances may rise which call for alteration / modification to this MOU, such alteration / modification shall be mutually discussed and agreed upon in writing. Such changes will be formalized in writing as an 'Addendum' to this MOU. Any changes/amendments to this MOU not in conformance to this section shall be deemed to be void-ab-initio.

#### **11. Intellectual Proprietary Rights:**

All intellectual or proprietary property and information, supplied or developed by either Party shall be and remain the sole and exclusive property of the Party who supplied or developed same. Upon termination of this MOU and upon written request, the Party in receipt of the requesting Party's intellectual or proprietary property and/or information pursuant to this MOU shall return such information to the requesting Party.



**12. Confidential Information:**

- a. Both parties undertake to each other to keep confidential all information (written or oral) concerning the business and affairs of the other, which has been obtained or received during the course(s) of performance hereunder, save that which is inconsequential or obvious;
- b. Already in its possession other than as a result of a breach of this clause; or in the hands of the public other than as a result of a breach of this clause.
- c. In the event of any of the parties becoming legally compelled to disclose any confidential information, such party shall give sufficient notice to the other party so as to enable the other party to seek a timely protective order or any other appropriate relief. If such an order or other relief cannot be obtained, the party being required to make such a disclosure shall make the disclosure of the Confidential Information only to the extent that is legally required of it and no further.
- d. Both parties agree not to deal directly or enter into any business agreement with any of the partners or associates or customers of either party during the term of the agreement and also after the agreement have been terminated, not earlier than two years from the date of termination.

**13. Force Majeure:**

- a. Neither party to this MOU shall be liable for any failure or delay on its part in performing any of its obligations under this MOU, if such failure or delay shall be result of or arising out of Force Majeure conditions and, provided that the party claiming Force Majeure shall use its best efforts to avoid or remove such cause of non-performance and shall fulfil and continue performance hereunder with the utmost dispatch whenever and to the extent such cause or causes are removed.
- b. Any extraordinary event, which cannot be controlled by the parties, shall for the purpose of this MOU be considered as a Force Majeure event. Such events include acts



of God, acts or omissions of any Government or agency thereof, compliance with rules, regulations or order of any Government Authority. Provided however, if either party claims that existence of any of the aforesaid conditions is delaying or disabling the performance by said party of its obligations under this MOU, such party shall give immediate notice to the other party of the existence of such conditions whose existence are claimed to delay or disable the performance of obligations as aforesaid.

**14. Jurisdiction and Arbitration:**

- a. In the event of any dispute or difference between the Parties hereto, the courts in Pune alone shall have exclusive jurisdiction to try any matter arising between the Parties here-to and accordingly both the Parties shall submit to the exclusive jurisdiction of courts in Pune, Maharashtra.
- b. Any dispute arising out of, in relation to or in respect to this MOU shall be settled through mutual consultation and agreement, by the Parties to this MOU. In case a settlement is not arrived at within fifteen (15) days of reference, the dispute/s shall be referred to a sole arbitrator to be appointed in accordance to the Arbitration and Conciliation Act, 1996 as amended from time to time. The place of arbitration shall be Pune, India.

**IN WITNESS WHEREOF**, the Parties hereto have duly executed this Agreement as on the day, month and year first hereinabove written

**For Global Talent Track Pvt. Ltd**

(Authorized Signatory)

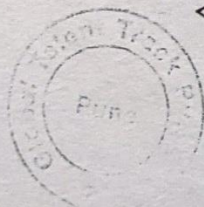
Name:

Designation:

Place:

Date:

Stamp:



**For Bharati Vidyapeeth's College of Engineering**

(Authorized Signatory)

Name:

Designation:

Place:

Date:

Stamp:



**I/C Principal**  
Bharati Vidyapeeth's  
College of Engineering, Kolhapur



## MEMORANDUM OF UNDERSTANDING (MOU)

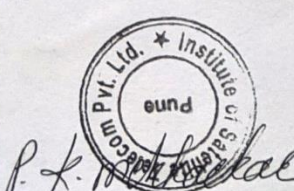
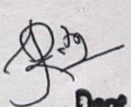
**Party 1: Institute of Satellite Telecom (ISTC) Pvt .Ltd, Pune**

**Party 2: Bharati Vidyapeeth's College of Engineering, Kolhapur**

Following MOU has been agreed and finalized between the above mentioned Party1and Party2.

1. Party 1 will allow students and faculties of Party 2 for industrial visit as per curriculum of Shivaji University, Kolhapur.
2. Party 1 will explore the possibilities of permitting the students of Party 2 to undergo vocational in-plant training and will entertain such requests from Party 2, whenever possible, with prior permission.
3. Party 1 will permit their executives and experts to render their expertise for the benefit of students and faculties of Party 2, through training program .
4. Party 1 will keep complete transparency of all transactions related to training and industrial visit with Party 2.
5. Specific task assignments in the areas not mentioned in this MOU may be explored and undertaken with mutual consent of both Party 1 and Party2.

This MOU has been signed on 14/10/2016

For Party 1	For Party 2
 Mr.Krish Mehkarkar CEO ISTC PVT LTD,Pune	 Head, Dept of Electronics & Tele., Bharati Vidyapeeth's College of Engineering, Kolhapur Mrs.J.K.Patil HOD ETC Department, BVCOE, Kolhapur



Memorandum of Understanding

**MCU Teaching Lab Setup at Bharati Vidyapeeth's College of Engineering, Kolhapur**

This memorandum of understanding is signed on the \_\_\_\_ Tuesday \_\_\_\_ day of 10<sup>th</sup> September 2013, between the following institutions:

- a. **M/s EdGate Technologies Pvt Limited** which is the University Program Partner of **Texas Instruments, India**
- b. **Bharati Vidyapeeth's College of Engineering, Kolhapur**

This Memorandum of Understanding is proposed in order to establish a teaching lab facility in the area of Embedded Systems/Microcontrollers or Analog System Design at **Bharati Vidyapeeth's College of Engineering, Kolhapur**. With help from **M/s EdGate Technologies Pvt Limited**. Through this Memorandum of Agreement, the two parties agree to the following.

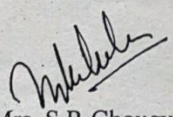
- (a) A **steering committee** will be set up to monitor the activities of the MoU. The committee will consist of the **Gurpreet Singh, M/s EdGate Technologies Pvt Limited** and the **Prof Jayamala Patil HOD ECE**. With mutual consent, the steering committee can be expanded to include more members from the two institutions. The steering committee will be the supreme body as far the implementation of the activities of the MoU, the continuation of the MoU, and termination of the MoU are concerned.
- (b) **Lab Setup:** The College will set up a lab which will be entitled "Texas Instruments Embedded Systems Lab" / "Texas Instruments Microcontroller Lab" or "Texas Instruments Analog System Design Lab" at its premises. **EdGate Technologies Pvt Limited** agrees to donate **MSPEXP430F5529 Qty(2), and MSP-EXP430G2 Qty(10)** development kits based on TI Platform to the college. The College will be responsible for purchasing any other equipment required for setting up the lab and for the maintenance of the lab. **EdGate Technologies Pvt Limited** agrees to set up the lab and provide the necessary initial training and learning materials to begin the instruction.
- (c) **Curriculum:** The College will introduce a lab-based course using Texas Instruments TI Platform in their undergraduate engineering curriculum. The college will also explore other ways to introduce TI Platforms in their curriculum.
- (d) **Faculty Development Program:** **Bharati Vidyapeeth's College of Engineering, Kolhapur** will organize at least one faculty development program in its premise for its faculty members and faculty members of other Indian engineering institutions to teach TI Platform. The College will provide the infrastructure facility for conducting the faculty development program. **EdGate Technologies Pvt Limited** will help the college in conducting this program.



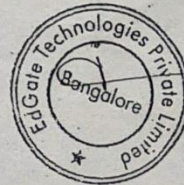


- (e) **Workshops/Events:** If the College wishes to organize a national event in the area of TI Platform, **EdGate Technologies Pvt limited** will provide speakers.
- (f) **Training Programs:** **EdGate Technologies Pvt Limited** will assist the college in organizing training programs/tutorials on topics related to TI Platform. Faculty members from the college who have undergone train-the-trainer program and who are certified by **EdGate Technologies Pvt Limited** as trainers may run paid **EdGate Technologies Pvt Limited** certified training programs. **Bharati Vidyapeeth's College of Engineering ,Kolhapur** will provide certificates for the participants of such programs.

**Authorized Signatories:**

  
**Authorized Signatory from the Institution** : Dr. Mrs. S.R.Chougule, Principal,  
Bharati Vidyapeeth's  
College of Engineering,Kolhapur.

**Authorized Signatory from your Company** : Mr.Imran Sayyad,  
Manager, M/s EdGate Technologies  
Pvt Limited, Banglore.







## WEBTECH DEVELOPERS PVT. LTD.

Regd. Office 718, Siddharth Towers, Building 1, Kothrud, Pune - 411029

• Phone : 8208461584, 7887858535 • Web : [www.webtechdevelopers.com](http://www.webtechdevelopers.com)

Email : [accounts@webtechdevelopers.com](mailto:accounts@webtechdevelopers.com)

### Offer letter

**Date:** 18<sup>th</sup> January 2019

Ms. Smita Patil,

Congratulation!

We are pleased to inform you that you have been selected for employment in our company, subject to successful completion of your sponsored project.

Your joining date will be 3<sup>rd</sup> June 2019. You will be given 3 months training. Your training period will be complete on 2<sup>nd</sup> September 2019. During training you are evaluated on the following items:

- Ability to learn quickly.
- Ability to present the work you have completed.
- Ability to follow directions.
- Work ethics.
- Professionalism.

You will get stipend of Rs. 10,000/- per month during the training period. After successful completion of training you will receive salary with CTC of Rs. 3.25 Lac Per Annum.

We take this opportunity to welcome you to the Organization and hope that your association with us will prove to be of mutual benefit.

Normal working hours

Monday to Friday 8:30AM – 6:30 PM

One Saturday per month 8:30 AM – 6:30 PM

There are two lunch breaks 1:00 PM - 1:30 PM and 1:30 PM – 2:00 PM.

You will be informed verbally which lunch to take.

Yours faithfully,

**WEBTECH DEVELOPERS PVT.LTD.**

**Accepted,**

Authorized Signatory



(Ms. Smita Patil)

**CIN - U72200PN2000PTC015033**





Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai – 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Date: March 19, 2020**

**Ref No: HR/Campus/LO16212088/1**

**Manchali Ajit Nikam**  
**BHARATI VIDYAPEETH COLLEGE OF ENGINEERING PUNE**

### **Letter of Intent ("LOI")**

**Dear Manchali Ajit Nikam,**

With reference to your interview conducted by us at PCCOE Pune, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.





Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact [fresherhiring.in@capgemini.com](mailto:fresherhiring.in@capgemini.com)

Thanking you,  
Yours Sincerely,  
**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**





## ANNEXURE 1

**Manchali Ajit Nikam**

**Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

**Signature:** \_\_\_\_\_

**Candidate Name:** **Manchali Ajit Nikam**

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





TPO BVCOEK &lt;tpo.bharati@gmail.com&gt;

---

**Fwd: Mphasis\_Letter of Intent!**

1 message

---

**Manasi Gijavanekar** <gmanasi2000@gmail.com>  
To: tpo.bharati@gmail.com

Tue, Jul 27, 2021 at 11:58 AM

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

From: **Mphasis - Campus Hiring** <campushires@mphasis.com>

Date: Mon, Jul 26, 2021 at 7:06 AM

Subject: Mphasis\_Letter of Intent!

To: gmanasi2000@gmail.com &lt;gmanasi2000@gmail.com&gt;

Ref.No- MPHTH\_CD2021-0837

Dear Manasivishwanath Gijavanekar,

College Name: **Bharati Vidyapeeth College Of Engineering Kolhapur.**

Greetings from Mphasis!!

Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Trainee Associate Software Engineer**' in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 2,50,000(Two Lakh Fifty Thousand) per annum.**
- 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,** which would be effective 1<sup>st</sup> of subsequent month.
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employees.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of



building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis.
3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

**Important Note:** It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within **15 days** of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to [campushires@mphasis.com](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**



Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at [mailmaster@mphasis.com](mailto:mailmaster@mphasis.com) and delete this mail from your records.





TPO BVCOEK &lt;tpo.bharati@gmail.com&gt;

**Fwd: Congratulations! You have been selected to be part of Accenture!**

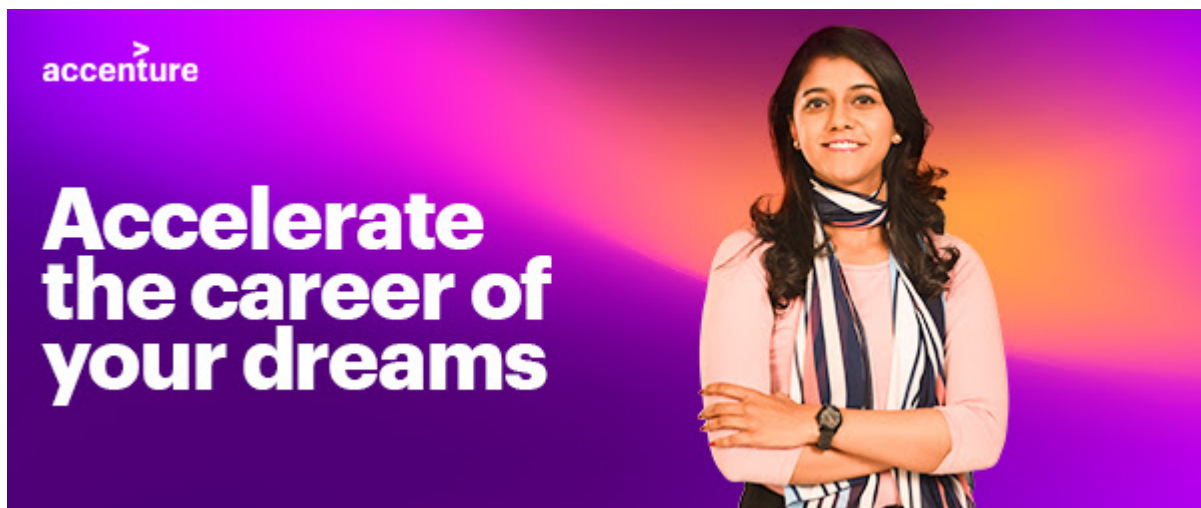
1 message

**Jyotika Patil** <jyotikapatil208@gmail.com>  
To: tpo.bharati@gmail.com

Wed, Jul 14, 2021 at 8:15 PM

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

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>  
Date: Wed, 14 Jul 2021, 5:38 pm  
Subject: Congratulations! You have been selected to be part of Accenture!  
To: <jyotikapatil208@gmail.com>

**See you soon at Accenture!**

Dear Jyotika Kiran Patil,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.



Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,  
Recruitment Team  
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

Stay Connected



> LEARN MORE ABOUT ACCENTURE CAREERS

> VISIT OUR BLOG

[Privacy statement](#) | [Cookies](#) | [Unsubscribe](#) | [Contact Us](#) | [Visit accenture.com](#)

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to <https://businessethicsline.com/accenture/>.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at [privacy policy](#) and [Recruiting and Hiring Statement](#). Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.



## Offer Letter and Terms of Employment

Date: 19.05.2021

Dear **Shubham Vijaykumar Mali**,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Role: **Trainee**
- Designation: **Trainee**
- Grade: **A**

**Your Total Target Compensation including all benefits will be Rs. 3,60,000/- (Three Lakh Sixty Thousand) per annum; upon Successful Completion of KPIT Elective (If Applicable).** Annexure A provides a detailed break-up of the compensation package.

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

**Yours Sincerely,**

**For: KPIT Technologies Limited**



**Rahul Uplap**

**Associate Vice President**

**Global Head - Education & Competency Development (ECoDe)**



## **COMPENSATION & BENEFITS**

The details of your compensation and benefits are given below:

### **Basic Salary**

- Your Basic Salary will be **INR 16,500/-** per month.

### **House Rent Allowance**

- Your HRA will be **INR 5,493/-** per month.

### **Monthly Bonus**

- You will be eligible for monthly bonus of **INR 3,300/-**.

### **Employer's contribution to 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 KPIT will contribute 12% of your basic salary every month towards Provident Fund, as per the provisions of the said Act
- You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account

### **Total Targeted Compensation (TTC)**

- TTC is the sum of all components namely - Basic Salary, HRA, Monthly Bonus, Employer PF Contribution, Special Allowance and FB.

### **Gratuity**

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

### **Employer's contribution to Insurance Premium**

- Amount mentioned is an indicative average cost incurred by Company towards Group Mediciclaim, Group Personal Accident and Group Term Life Insurance premium

### **Other benefits**

- It's a sum of gratuity and employer's contribution to insurance premium

### **Cost to Company (CTC)**

- CTC is the sum of all components namely - Basic Salary, HRA, Monthly Bonus, Employer PF Contribution, FB, Special Allowance, Gratuity and Employer's Contribution to Insurance Premium.

## **OTHER BENEFITS**

### **Annual Leave**

- You will be eligible for Annual Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. You can refer to the Leave Policy on the "myWorld", KPIT's internal portal

### **Holidays**

- You are entitled to Public Holidays applicable at India every year at the regular rate of pay. If placed at a customer site, you must follow holidays observed by customer.

### **Benefits Coverage**

- Group Medical Insurance cover of **INR 6,00,000.00/-**
- Group Term Life Insurance cover of **INR 10,05,000.00/-**
- Group Personal Accident Insurance cover of **INR 20,00,000/-**

\* The above Plan however can be modified on yearly basis at Employer's discretion

### **Annual Health Checkup**

- You and your family (Spouse, Parents and Parents in law) will be eligible for the KPIT Annual Health Checkup organized every year.

\* The above Plan however can be modified on yearly basis at Employer's discretion



## ANNEXURE A

Components	Monthly [Amount (in INR)]	Yearly [Amount (in INR)]
Basic Salary	16,500.00	198,000.00
House Rent Allowance	5,493.00	65,913.00
Monthly Bonus	3,300.00	39,600.00
Employer's contribution to Provident Fund	1,980.00	23,760.00
Flexi Basket**	0.00	0.00
Additional Allowance	0.00	0.00
<b>Fixed Compensation**</b>	<b>0.00</b>	<b>327,273.00</b>
Skill Allowance	0.00	0.00
<b>Other Compensation</b>	<b>0.00</b>	<b>0.00</b>
Special Allowance**	2,727.00	32,727.00
Variable Performance Incentive***	0.00	0.00
<b>Incentive and Bonus</b>	<b>0.00</b>	<b>32,727.00</b>
<b>Total Target Compensation</b>	<b>30,000.00</b>	<b>360,000.00</b>
Notional Provision for Statutory Gratuity****	0.00	9,524.00
Employer's contribution to Insurance Premium*****	0.00	5,200.00
<b>Other Benefits</b>	<b>0.00</b>	<b>14,724.00</b>
<b>Cost to Company</b>	<b>0.00</b>	<b>374,724.00</b>

- \*\* Fixed compensation is payable subject to adherence of all applicable policies of the organization.
- \*\* Special Allowance - This will be paid as a monthly allowance.
- \*\*\* The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.
- \*\*\*\* As per Payment of Gratuity Act.
- \*\*\*\*\* The amount mentioned is an indicative average cost incurred by Company towards Group Mediciam, Group Personal Accident and Group Term Life Insurance premium.

### Kindly note -

- The above salary break-up is per annum and is provided based on the existing company policies and may undergo change from time to time.
- As per the company policy you are required to maintain total confidentiality of your compensation details.
- Certain figures mentioned in this Letter of Offer, including financial information have been subject to rounding-off adjustments. In certain instances,
  - The sum change of such numbers may not match exactly to the total figure given; and
  - The sum of the numbers in a column or row in certain tables may not match exactly to the total figure given for that column or row.



## Terms of Employment -

### Bond

- You will also be required to sign a bond of 2 years on the date of joining the Company (For some additional technology trainings, there will be a separate additional bond). In the event of breaching the bond, there will be a penalty of INR 2,00,000 payable to the company in lieu of training costs. The detailed terms and conditions are given in the agreement. You acknowledge that you are willing to sign the bond at the time of joining.

### Probation Period

- You will be on probation for 6 Months. Your confirmation will be communicated to you in writing. KPIT reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

### Compensation Structure

- The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.

### Conditional Offer:

- The Offer is valid subject to :
  - Passing of KPIT PACE Assessment (if applicable)
- Your joining in the organization is subject to:
  - Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
  - Submission of all the relevant academic certificates / mark sheets.
  - In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the Offer / employment will be terminated with immediate effect.

### PACE & EkWip Program

- PACE** (Program for Academic Collaboration and Engagement) is a KPIT flagship program, which provides foundation knowledge on the Automotive Technologies. The KPIT created courses are delivered to students while they are in the Institution for their degree program. It is recommended that Students can opt to undergo this program at their own choice to make themselves Industry ready.
- EkWip** program is a KPIT program that engages the candidates who have been offered KPIT placement to make them KPIT ready even before they join us. This is a mandatory intense online program that is administered through digital technologies.
- Its mandatory for all the candidates who receive an offer from KPIT to complete the **PACE and EkWip** programs which includes assessments. The assessment scores will determine the on-boarding process.
- Course Contents, Subject Matter Expert's connects and assessments would be hosted through digital platforms.
- Course launch dates and duration will be communicated later, by the campus team.

### Training

- On joining during the probation, you would undergo a rigorous training program (formal training and on-the-job assignments). During this period, you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company reserves the right to terminate your services with immediate effect without any notice or without any salary in lieu of.

### Joining Date and Location

- Will be announced later by Campus team. Joining date and location depends on business need, batch planning and your PACE assessment score. On-boarding date is spread across the financial year.

### 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.

### Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **Salary Review, Increments and Promotions**

- Your performance and contribution to the company will be an important consideration for salary Review, increments and promotions
- You will be considered for salary review and promotions as per the company's policies effective from time to time.

### **Alternative Employment**

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

### **Confidentiality Agreement**

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients

### **Overseas Agreement / International Assignment Agreement**

- If you are on international assignment, you will be covered by the KPIT International Assignment policy from the date of deputation, accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s).
- In case of every international assignment that exceeds 30 days, you will be required to serve notice period KPIT as per the policy. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to KPIT and its associates. This transfer of knowledge and information is essential for KPIT 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 KPIT for a minimum period of 12 months on completion of training

### **KPIT Code of Conduct**

- You are required to sign the KPITs Code of Conduct and follow the same in your day to day conduct as an employee of KPIT

### **Notice Period**

- During your employment with KPIT, including probation / training, either you or KPIT can terminate the appointment by giving
  - 30 day's notice during the probation period and
  - 90 calendar day's written notice or 3 month's basic salary in lieu of the notice after confirmation of services.
- The Company reserves the right to release the employee prior to the notice period taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period. If you are covered under Deputation Agreement / International Assignment Agreement, either you or KPIT can terminate the appointment by giving 90 calendar day's written notice as set out in the Separation Policy of KPIT
- KPIT reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- The company retains the right to recover from you any expenses incurred by it about your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- The company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members.
- The Company also reserves the right to recover the period 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.

### **Retirement**

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

### **Employment in India**

- 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 for permanent employment with KPIT. Keeping your permit / permission up to date during the course of employment with KPIT and submitting a valid copy of that to KPIT is your responsibility

### **KPIT Technologies Limited**

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

**O** +91 20 6770 6000  
**E** info@kpit.com  
**W** kpit.com



## Letter of Appointment

- You will be issued a letter of appointment at the time of your joining and completing joining formalities as per KPIT's policy

## Terms and Conditions

- The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment

## Rules and Regulations of the Company

- Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

## Compliance to all clauses

- You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle KPIT in withdrawing this offer letter at its sole discretion.

## Validity:

- This offer is valid for a period of 7 days from the date of issue. Also, the company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- the company retains the right to recover from you any expenses incurred by it in connection with your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- the company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members

## Arbitration

- Any dispute concerning the subject matter of the present appointment letter or Confidentiality & IPR Assignment Undertaking or the breach, termination or validity thereof which shall include but not limited to issue as to the interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the sole arbitrator to be appointed mutually.
- In case the Arbitrator is not appointed mutually, the dispute shall be referred to the arbitrator that shall be appointed by the High Court of Judicature of Bombay on an application in that behalf by either of the party as per the provisions of the Arbitration and Conciliation Act 1996.
- The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India. However, in case of any difference on provisions of law in State Law and Central Law on a particular subject, state laws applicable in state of Maharashtra shall prevail.

## Culture at KPIT:

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

## The Dhoom Club:

- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.** Get ready to showcase your talent even at Work!

## KPIT Technologies Limited

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

**O** +91 20 6770 6000  
**E** info@kpit.com  
**W** kpit.com

## Corporate Social Responsibility (CSR):

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- Few of our CSR Initiatives:
  - Chhote Scientists
  - Water Conservation through mass volunteering
  - Reforestation Program
  - Meet the Social Legends

## Document submission

1. Standard X and XII marksheets / equivalents
2. Degree certificate and marksheets for all semesters
3. Diploma certificate and marksheets for all semesters (If applicable)
4. Passport / Driving License / Ration Card
5. PAN card (must have before joining)
6. Aadhar Card (must have before joining)
7. Photograph to be uploaded in TalentOjo as per the specification in Annexure B
8. Name Change Documents (If applicable)
9. National Apprenticeship Training Scheme (NATS) Enrollment (mandatory)
  - You must register on NATS portal to enroll yourself in apprentice.
  - It is compulsory for fresher to register on NATS, please consider doing this on priority before joining.
  - You need to get your 16 digits NATS enrollment number on day of joining.
  - Below is the link: <https://mhrdnats.gov.in/boat/contracts/getAllContracts.action>



**BOSCH**

**\* Personal and Confidential \***

**Ms. Kulkarni Mukta Raghuraj**

Ramanand Nagar, Kolhapur,  
Maharashtra , 416012

Robert Bosch Engineering  
and Business Solutions  
Private Limited,  
123 Industrial Layout,  
Hosur Road, Koramangala,  
Bangalore - 560 095, India.  
Tel: +91 80 6657 5757  
Fax: +91 80 6657 1404  
CIN: U72400KA1997PTC023164  
www.bosch-india-software.com

**Date: 24-Jun-2021**

Dear **Ms. Kulkarni Mukta Raghuraj**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at RBEI in "**Level 50**" as detailed below.

#### **1. Compensation**

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

#### **2. Retirement**

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Digitally signed by

Signer: VALLURI VENKATA VENUGOPAL  
Date: Monday, Jun 21 5:00 PM



Digitally signed by

Signer: BHARATH KAKALAH  
Date: Friday, Jun 21 8:25 PM



Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India  
Managing Director: Mr. Datta Saligame

©Robert Bosch Engineering and Business Solutions Private Limited reserves all rights even in the event of industrial property. We reserve all rights of disposed such as copying and passing on to third parties.

**Letter of Intent**

**04 February 2020**

**Mukta Raghuraj Kulkarni**  
**Bharati Vidyapeeths College of Engineering**  
**Kolhapur**

**Dear Mukta Raghuraj Kulkarni,**

We are pleased to inform you that you have been provisionally short-listed for employment as “**Trainee**”.

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Training Programme at our Hexaware office in **Chennai**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 3 months and on successful completion of your training you will be paid a salary of Rs.2.00 Lac pa.

You are required to sign a bond of 24 Months before the start of training programme, in the event of bond breakage you will be required to pay a sum of Rs. 1 Lac.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Associate Vice President, Recruitment





**STRICTLY PRIVATE AND CONFIDENTIAL**

22 March 2019

Shubham Deshmukh  
F-27/32, Sector 12  
Kharghar Panvel  
Raigarh- 410210  
Telephone: 9869067342

Dear Shubham,

**SUBJECT: OFFER CUM EMPLOYMENT LETTER**

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at **Digikredit Finance Limited ("SMERcorner")** on the following terms:

**1. DESIGNATION & BAND**

You will be designated as "**Software Engineer**" at "**E01**".

**2. PERIOD OF EMPLOYMENT**

- 2.1. Your employment will commence on or before **2-June-2019** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. Your probation period will be 3 months from your **Date of Joining**. If no separate email communication regarding probation extension is communicated to you within 15 days of completion of initial probation period, then you will be deemed confirmed.
- 2.3. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60<sup>th</sup> (sixtieth) birthday falls.

**3. HOURS AND PLACE OF WORK**

- 3.1. You shall be based in our **HO-Mumbai** but may be required to serve the Company, Group company, subsidiary in any place existing or which may come up in existence in future within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

**4. SALARY**

- 4.1. Your Fixed Annual CTC will be **Rs. 400,000/-** (Rupees **Four Lakh** only) per annum. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.



- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period, Incentives, Performance Bonus) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

## **5. TERMINATION OR RESIGNATION FROM SERVICE**

- 5.1. The employment can, subject to the policies of the Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **90** (Ninety) days' written notice to the other party. The notice period of **90** (Ninety) days is part of the Employee Separation Policy which is available for your reference on the Company's HRMS Portal. In case of employee resigns in the probation period he has to serve **90** (Ninety) days of notice period.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Glassdoor, Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.
- 5.5. Termination in case of Disciplinary Issues can be issued by the organization without giving any notice. In such a scenario the employee may be asked to leave immediately.

## **6. ANNUAL SALARY REVISION**

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization between the months of April to 3<sup>rd</sup> Oct, will be eligible for a salary review in the next performance cycle (in April of next calendar year) for the full year. Those joining on or after 3<sup>rd</sup> October, will not be eligible for annual increment in the current cycle.

## **7. ANNUAL PERFORMANCE PAY/ INCENTIVE**

- 7.1. You will be eligible to participate in the Company's performance bonus/variable pay programs/ incentive schemes/ Contests as per the eligibility decided by the company. The payment under these program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.



- 7.4. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.

**8. COMPANY POLICIES AND PROCEDURE**

- 8.1. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.2. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Portal. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

**9. FALSE RECORDS**


If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to **Digikredit Finance Limited (SMEScorner)**, and wish you a very successful career with us.

For **DIGIKREDIT FINANCE LIMITED**,

  
Mansi Gosavi  
Manager-Human Resource  
**Authorized Signatory**

Encl: Annexure

*I have fully read and understood the terms of this Employment Letter.  
I accept the same on the above terms and conditions, and as  
appointed, I agree to abide by the rules and regulation of the company  
and will be joining on \_\_\_\_\_.*

Signature: \_\_\_\_\_  
Name : \_\_\_\_\_



Detailed Salary Structure

22 March 2019

Name : Shubham Deshmukh  
Grade : E01  
Designation : Software Engineer

PARTICULARS	Annually	Monthly
Basic	160,000	13333
House Rent Allowance	80000	6667
Personal Pay	116800	9733
Statutory Bonus	24,000	2,000
Contributory Provident Fund	19200	1600
<b>Total CTC</b>	<b>400000</b>	<b>33333</b>
<b>Gross Pay</b>		<b>31733</b>

\*The exact sum of all elements may mismatch up to Rs.10/-

**Other Benefits:**

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
- If your employment is terminated by you for any reason prior to completion of eighteen months of services, then you will pay back to the Company the entire relocation expense paid by the Company.
- You would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 200000/- (Rupees Two Lakhs Only)**
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 200000/- (Rupees Two Lakhs Only)** the premium for which will be borne by the Company.

Your Name and Signature, confirming acceptance of the above terms and conditions

Signature: \_\_\_\_\_  
Name : \_\_\_\_\_

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



Ref: 862651/1998079/ELTP

10-DEC-2021

Ms. Poonam Bajirao Patil  
Pune (Mah) - 411004  
Mobile: 9112340819

**Subject: Offer of Appointment**

Dear Ms. Poonam Bajirao Patil

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.





December 10,2018

**Prajakta Yejare**

Ekta Colony ; Ganesh Nagar ; Pune

Dear Prajakta,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as "Company")** as **Senior Analyst - GBS Logistics** in **Grade 23**. You will be working in **Day** shift and the Company in its sole discretion can change the shift as per business requirement. Your base location would be Pune, subject to change as deemed by the company. We look forward to having you on board on **December 17,2018** at 8.30am at our **Pune office**. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**7th Floor, Block Rhine (1.5), Embassy Tech Zone,**  
**Plot No: PL 03, Rajiv Gandhi Infotech Park,**  
**Phase 2, Hinjewadi, Pune, Maharashtra – 411057**

Your Target Cash will be **INR 2,50,000/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC. Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter once you submit us the provisional certificate from the college. The provisional certificate copy needs to be submitted within 3 months from the date of joining or 15 days from the announcement of results or date announced by the university thereof, whichever is earlier. You agree to sign an Undertaking at the time of joining & will have to abide by the terms mentioned in the same.

You would be reporting to **Sandeep Sharma** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

1. Aadhaar Card Copy
2. Print out of this Offer letter.
3. Three passport size photographs (Formal Attire in White Background)
4. ID Proofs (Voter ID, Driving License, Passport, etc.)
5. PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,

**For Flextronics Technologies (I) Pvt. Ltd.**  
**Global Business Services**

**Sukirat Sethi**

**Human Resources**





## ANNEXURE 1

**Name:** Prajakta Yejare

**Designation:** Senior Analyst - GBS Logistics

**Grade:** 23

**Compensation Structure:**

	Component	Annual (INR)	
A	Basic	69,630	Taxable Component
	House Rent Allowance	27,852	40% of Basic for Non Metro Cities 50% of Basic for Metro Cities
	Medical Reimbursement	15,000	Taxable Component
	Education Allowance	2,400	
	Conveyance	19,200	Taxable Component
	Special Allowance *	73,770	Taxable Component
	Other Allowance*	3,629	Taxable Component
	<b>Cash Pay</b>	<b>2,11,481</b>	
	<b>Retirals</b>		
B	P.F*	21,600	Employer Contribution
C	Gratuity		As per legislation
	<b>CTC</b>	<b>2,33,081</b>	
D	Target Bonus**	16,919	
	<b>Total Target Cash</b>	<b>2,50,000</b>	

**ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.**

**Flexible Benefits Plan:**

Component	Maximum eligibility per annum	Criteria for claims
Gifts Card	Rs. 4,500/-	Annually
Meal Card	Rs. 26,400/-	Monthly

(\*) – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of cards chosen and PF contribution may change as per government regulations.

(\*\*) – You will be eligible for the quarterly variable bonus scheme and the payout target will be a percentage of your quarterly gross salary. Actual payout will be determined on the basis of Flex Worldwide/Site performance announced by corporate. Please note that to be eligible for the quarterly bonus you must be actively employed by the Company for at least fifty percent of the applicable fiscal quarter. The bonus award payment will be pro-rated to reflect the number of days actively at work during the quarter, provided, that you have worked at least fifty percent of the fiscal quarter.

The employee shall guarantee that his/her employment with Flextronics will not breach or infringe any contracts, agreement, arrangements he/she have entered with any third party before this employment, including but not limited any non-compete obligation he/she may have, otherwise, he/she will be liable for any liabilities incurred, indemnify and keep Flextronics harmless from any claims, liabilities, losses, damages incurred.



**In addition, there is a**

- Hospitalization coverage for self and dependent's up to Rs.5,00,000/- per annum. (with 10% co-pay for dependent parents limiting upto Rs.2.5 lakhs)
  - Employees eligible for ESIC would not be covered under the above Medical Insurance provided by Flex through Third party.
  - Personal Insurance Cover of Rs.10,00,000/-
  - Transport facility provided for all shifts. Transport Deduction for day shift employees only who log in at 7.00 AM, 8.00 AM & 11.00 AM.
- 
- a. Grade 21 – Rs. 665/month
  - b. Grade 22/23 – Rs.800/month.
  - c. Grade 24 – Rs.1600/month.
  - d. Grade 25/26 - Rs.1800/month.
  - e. Grades 27 & above – Rs. 3000/month.
- 
- Employees, who work in the night shifts, on working days, i.e. finish work between 12:00 Midnight and 7:30 AM, are eligible for night shift allowance for every working night.
    - a. Grade 21 to Grade 25 – Rs. 300
    - b. Grade 26 to Grade 28 – Rs. 500
  - Employees, who logs in the early morning shifts, on working days, i.e. start work between 4:00 AM to 6:00 AM, are eligible for early Morning Shift Allowance.
    - a. Grade 21 to Grade 28 – Rs. 150

**Data Privacy & Protection**

Flex has in place Binding Corporate Rules throughout its Global Footprint as an organisation. These rules are seen by Regulators as the highest Standard of Data Protection available to any company. With these BCR's in place Flex meets the necessary criteria to hold and manage Personal data include the transfer of personal data transnationally within the Flex Organisation.

Personal data (including sensitive data) relating to you which has been or is in the future obtained by the Company may be held and processed by the Company or any associated company either by computer or manually for any purpose relating to the administration, management and operation of your employment, (including payment of wages and maintenance of attendance, performance and conduct records) or in relation to the Company's legal obligations or business needs.

It has been brought to our notice recently that some unscrupulous individuals have been approaching candidates posing as Flex HR employees and promising them jobs with Flex in exchange for monetary / other favours. Please be informed that Flex does not endorse any such activities and in case you are approached by someone with similar offers/ promises over phone or in person please report the same to [hrcompliance@flex.com](mailto:hrcompliance@flex.com).



Date : **03-08-2021**

**EMPLOYMENT OFFER LETTER**

**Dear Siddhi PAWAR**

On behalf of MOURI Tech Pvt Ltd., we thank you for your interest in pursuing a career with us. **Congratulations!** We are pleased to make an offer to you for the position of **Associate Trainee** at the **Kolhapur Branch** in **Maharashtra**.

**Unless we mutually agree otherwise in writing, you are expected to join the company on 16 Aug, 2021 Your salary (Cost to Company – CTC) including all benefits will be of Rs. 220000 Per annum.** For the detailed structure of your salary, kindly refer to **Annexure A (Page3)**.

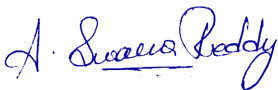
At your level in Grade **MT** you will be eligible for a performance linked **MIP (MOURI Tech Incentive Pay)**. The MIP benefit could range from **0-10% of your total CTC** & it depends upon the Organization, Practice and individual performance. Any MIP amounts paid will be subjected to statutory and other deduction as per organization policies and practices.

This offer is based on your profile **and** performance in the selection process **and** is subject to your acceptance of the terms of the employment agreement terms below. Please carefully read the specific terms and conditions of this offer as they contain important details. In addition to these terms and conditions, there are other company policies and procedures which you agree to observe and follow during your employment with MOURI Tech Pvt. Ltd.

If you wish to accept this employment offer, please sign all the pages, and return the scanned copy of this offer letter. This offer letter is valid for seven (7) days from the date of the issue, beyond which this offer will expire.

We are extremely excited at the possibility of you joining TEAM MOURI and if you have any questions regarding the conditions of this offer, please feel free to contact us at **hr.in@mouritech.com**

Yours sincerely,



Swarna ANNAPUREDDY

Director - HR

MOURI Tech Pvt Ltd.

**ACCEPTANCE OF OFFER**

I accept employment with MOURI Tech Pvt. Ltd. under the terms set forth in this letter.

Name: Siddhi

Signature:.....

Date:.....

### **General Terms & Conditions of Employment**

The terms and conditions listed below are not exhaustive and are meant to provide general guidance on the company policies. On the day of joining, complete terms and conditions will be reviewed with you along with Non-Compete and Non-Disclosure agreements.

#### **Commencement of Employment**

Your appointment would be effective from the agreed upon “start date” and will be initially based on the work location that you are selected for employment. Your services are transferable, and you may be assigned to any office of MOURI Tech in India or abroad any time based on business needs. You may also be deputized to work projects for any affiliates, subsidiaries, or other companies with which MOURI Tech has such arrangements.

#### **Probation Period**

Your performance will be reviewed upon completion of 6 (Six) months of employment from the date of joining. Your services shall be confirmed, subject to satisfactory performance on the review.

#### **Notice Period**

1. You need to give a Ninety (90) days' notice period when resigning the Job and your failure to serve notice period will lead to legal actions by the Company.
2. Company can also terminate employee service without any notice or reason if there is any breach of policies & guidelines, misconduct, performance issues, charged with any criminal offense, involved in any legal capability, false or misrepresentation of facts & failure of background checks.
3. MOURI Tech reserves the right to pay or recover salary in lieu of notice period subject to completion of the knowledge transfer. The responsibility of ensuring the completion of the knowledge transfer within the defined notice period lies with the employee, failing which the relieving date may be extended. The relieving date may also be extended in case the project is at a critical juncture.

#### **Required Documents**

On the day of joining, please bring the following. **Please note that all the below listed documents are mandatory, and you will not be allowed to join without them.**

1. Original educational certificates beginning with the tenth standard.
2. Relieving/Experience letters for verification
3. Passport size photographs (Four Nos.)
4. Photocopy of Passport or Driving license
5. Soft copy of your latest C.V
6. Permanent Address proof for Bank account opening (voter ID/Aadhar Card/Ration Card).

---

Initials



**Date :** 03-08-2021

**Annexure A**
**Name:** Siddhi PAWAR

**Designation:** Associate Trainee

**Location :** Kolhapur Branch Maharashtra

EARNINGS	MONTHLY	YEARLY
Basic	5,500.00	66,000.00
HRA	2,200.00	26,400.00
Education Allowance	200.00	2,400.00
Fuel Charges	2,000.00	24,000.00
Special Allowance	7,509.00	90,105.00
SUB TOTAL (A)	17,409.00	2,08,905.00
Gratuity	265.00	3,175.00
PF - Employer	660.00	7,920.00
TOTAL	18,333.33	2,20,000.00
DEDUCTIONS	MONTHLY	YEARLY
PF Employee	660.00	7,920.00
TOTAL DEDUCTIONS (B)	660.00	7,920.00
TOTAL (A-B)	16,748.75	2,00,985.00

**CONGRATULATIONS!!!**

You have made an important choice in joining us, a choice that will create opportunities for you to do more, learn more and achieve more. By becoming a MOURI Tech associate, you have chosen to be part of a global team that is committed to excellence.

Wish you success in your journey with MOURI Tech family. Welcome Home!

Yours sincerely,



Swarna ANNAPUREDDY

Director - HR

MOURI Tech Pvt Ltd

**Initials**



SYNTEL PRIVATE LIMITED  
SEZ - Unit  
(Syntel - Special Economic Zone)  
Plot No. 8-1/B2, Software Technology Park,  
Dehu - Alandi Road, MIDC Talawade, Tal -  
Haveli,  
Pune - 412 114 India  
Tel: 91 020 40701000  
Fax: 91 020 40781100

**Date: 19<sup>th</sup> August 2017**

**Intent to Offer**

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

Dear Abhishek Lokare,  
Syntellect ID: SYNBE01787

Congratulations!

We are pleased to record this intent to offer for the position **Trainee (Band B2, Grade AP1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

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

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





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

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

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

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

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,  
**For Syntel Pvt. Ltd,**

**Adarsh Krishna**  
**Head - Global Recruitment**

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

**Abhishek R Lokare**  
\_\_\_\_\_  
**Signature**

**Encl: Annexure**





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

**Date: 19<sup>th</sup> August 2017**

**Intent to Offer**

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

Dear Sarvesh S Kavathekar,  
Syntellect ID: SYNBE00841

Congratulations!

We are pleased to record this intent to offer for the position **Trainee (Band B2, Grade AP1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

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

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





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

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

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

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

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,  
For Syntel Pvt. Ltd,

**Adarsh Krishna**  
Head - Global Recruitment

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

(Sarvesh S. Kavathekar)

Signature

Encl: Annexure

**Date: 19<sup>th</sup> August 2017**

**Intent to Offer**

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

Dear Shreya Garg,  
Syntellect ID: SYNBE00977

Congratulations!

We are pleased to record this intent to offer for the position **Trainee (Band B2, Grade AP1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

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

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



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

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

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

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

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,  
**For Syntel Pvt. Ltd,**



**Adarsh Krishna**  
**Head - Global Recruitment**

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

*Shreya*  
21/8/2017

**Signature**

**Encl: Annexure**



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

**Date: 19<sup>th</sup> August 2017**

**Intent to Offer**

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

Dear Vishal Dilip Patil,  
Syntellect ID: SYNBE00950

Congratulations!

We are pleased to record this intent to offer for the position **Trainee (Band B2, Grade AP1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

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

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





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

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

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

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

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,  
**For Syntel Pvt. Ltd,**

**Adarsh Krishna**  
**Head - Global Recruitment**

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

**Signature**

**Encl: Annexure**



HRD/3T/18-19/12532011

Ms. Tejaswini Mukundrao Barge  
Candidate ID: 12532011  
Near Nigadikar tea depot  
kapad peth,koregaon  
Maharashtra  
Koregaon - 415501  
India  
Ph: (91) 91589 39289

August 07, 2018

Dear Tejaswini,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP - Head HR**

**INFOSYS LIMITED**

CIN: L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

[askus@infosys.com](mailto:askus@infosys.com)

[www.infosys.com](http://www.infosys.com)

Digitally signed by RICHARD LOBO  
Date: 2018.08.07 17:33:15 +05:30  
Reason: Offer Letter  
Location: Bangalore



HRD/3T/18-19/12532011

August 07, 2018

Ms. Tejaswini Mukundrao Barge  
Candidate ID: 12532011  
Near Nigadikar tea depot  
kapad peth, koregaon  
Maharashtra  
Koregaon - 415501  
India  
Ph: (91) 91589 39289

Dear Tejaswini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **October 08, 2018**.

### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

### Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

### Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.



### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

### **Notice period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.





This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP - Head HR**

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

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your name                      Location

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
[www.infosys.com](http://www.infosys.com)

**ANNEXURE - I**  
**(Compensation during the Training Period)**

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	<b>Ms. Tejaswini Mukundrao Barge</b>
ROLE	<b>Systems Engineer</b>
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	6,420
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
PERSONAL ALLOWANCE	2,935
<b>MONTHLY GROSS SALARY</b>	<b>21,161</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	902
GRATUITY - 4.81% of (Basic + FDA)	362
<b>FIXED GROSS SALARY (FGS) (1+2+3)</b>	<b>22,500</b>

<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount in INR</b>	<b>Interest</b>	<b>Monthly Installments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



**ANNEXURE- II**  
**(Compensation post Training)**

<b>COMPENSATION DETAILS</b> (All figures in INR per month)	
NAME	<b>Ms. Tejaswini Mukundrao Barge</b>
ROLE	<b>Systems Engineer</b>
ROLE DESIGNATION	<b>Systems Engineer Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
<b>MONTHLY GROSS SALARY</b>	<b>21,978</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
<b>FIXED GROSS SALARY (FGS) (1+2+3)</b>	<b>23,551</b>

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)			24,729
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,084

<b>OTHER BENEFITS</b>				
<b>Scheme</b>	<b>Eligible Amount in INR</b>	<b>Interest</b>	<b>Monthly Installments</b>	<b>Margin Money (To be borne by the employee)</b>
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

