

**PLACEMENT RECORDS
BVCOE & RI
COMPUTER ENGINEERING
A.Y 2019-20.**



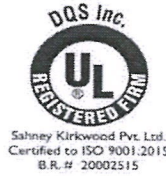


Rajaram Prangayhane (Patil)
Founder President

Nashik Gramin Shikshan Prasarak Mandal's
Brahma Valley College of Engineering
& Research Institute

Recognized by AICTE, New Delhi, Govt. of Maharashtra - DTE & Affiliated to Savitribai Phule Pune University, Pune
Brahma Valley Educational Campus, Trimbak, Nashik
Tel.: (02594) 220202/203, 220066. Trimbak, Nashik
E-mail: principal@bvm.ac.in, 2312904
Unipune College Code: En88-62, MBA - 1230
www.brahmavalley.com

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2019-20	AHIRE RAHUL ARUN	Computer Engineering	2019-2020	Infosys Limit	3 LPA
2019-20	DATE TUSHAR SURESH	Computer Engineering	2019-2020	Sahney Kirkwood Pvt. Ltd. Nashik	1.44 LPA
2019-20	KANDARE AKASH MOHAN	Computer Engineering	2019-2020	Sahney Kirkwood Pvt. Ltd.	1.44 LPA
2019-20	MORE KIRAN DEEPAK	Computer Engineering	2019-2020	Sahney Kirkwood Pvt. Ltd.	1.44 LPA
2019-20	PATLI KAVITA PREMRAJ	Computer Engineering	2019-2020	Sahney Kirkwood Pvt. Ltd.	1.44 LPA
2019-20	SAIDANE POOJA SUBHASH	Computer Engineering	2019-2020	Sahney Kirkwood Pvt. Ltd.	1.44 LPA
2019-20	SALUKE PUSHKARAJ VIJAY	Computer Engineering	2019-2020	Sahney Kirkwood Pvt. Ltd.	1.44 LPA
2019-20	SANAP SANKET PRAKASH	Computer Engineering	2019-2020	TRIAQ Health	1.8LPA



Sahney Kirkwood Pvt. Ltd.
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Nashik 422 010
INDIA

Telephone 91 253 238 2345
Fax 91 253 238 2574
Email insulation@sahney.com
www.sahney.com
CIN: U32109MH1966PTC013516

Date: 2nd Sept 2020

PRIVATE & CONFIDENTIAL

Dear Mr. DATE TUSHAR SURESH

Welcome to Sahney Kirkwood Pvt. Ltd.

I am pleased to offer you employment in the position of **Asst. Executive** with Sahney Kirkwood Pvt. Ltd.

I am eager to have you as part of our team. I foresee your potential skills as a valuable contribution to our company and clients. Your appointment as Asst. Executive will commence on 2nd Sept 2020

As Asst. Executive, you will be entitled to a monthly starting remuneration of Rs 12,000/- (Rupees Twelve Thousand only) which indicates cost to company. You will be on retainership basis. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at Sahney Kirkwood Pvt. Ltd. is dependent on your successful completion of the probationary period. Your salary will be reviewed after a period of 6 months and thereafter every 12 months. You will be entitled to all allowances and benefits whatsoever decided by the management.

You shall receive your payment before 5th of every month. Leave and other company policies are available. These policies are reviewed and posted at our website from time to time by the management of Sahney Kirkwood Pvt. Ltd. for your benefit.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Sahney Kirkwood Pvt. Ltd. on the given date.

I am looking forward to working with you.

Sincerely,

HR Manager

HR Dept

Sahney Kirkwood Pvt. Ltd.



Registered Office:
Sahney Kirkwood Pvt. Ltd.
27 Kiroi Vidyavihar (W)
Mumbai 400 086
INDIA

Telephone 91 22 25115933-36
91 22 67991422
Fax 91 22 67031188/25106092





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Date: 2nd Sept 2020

PRIVATE & CONFIDENTIAL

Dear Mr. Kandare Akash Mohan

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HR Dept

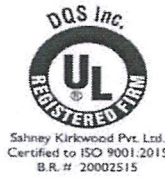
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Date: 2nd Sept 2020

PRIVATE & CONFIDENTIAL

Dear Mr. More Kiran Deepak

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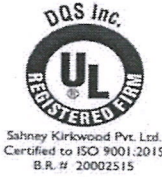
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Date: 2nd Sept 2020

PRIVATE & CONFIDENTIAL

Dear MS. Patli Kavita Premraj

Welcome to Sahney Kirkwood Pvt. Ltd.

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Date: 2nd Sept 2020

PRIVATE & CONFIDENTIAL

Dear MS. Saidane Pooja Subhash

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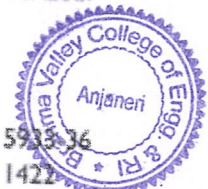
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Date: 2nd Sept 2020

PRIVATE & CONFIDENTIAL

Dear Mr. Saluke Pushkaraj Vijay

Welcome to Sahney Kirkwood Pvt. Ltd.

I am pleased to offer you employment in the position of **Asst. Executive** with Sahney Kirkwood Pvt. Ltd.

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EMPLOYMENT OFFER

07-October-2021

Sanket Prakash Sanap
Nashik

Dear Sanket Prakash Sanap

Sub: Employment Letter

We are pleased to offer you the position of "Software Engineer" with Triarq Health LLP ("Triarq Health") with effect from 11-October-2021 on the following terms:

1. **Employment**
 - 1.1 During the course of your employment with Triarq Health, you will be governed by the terms and conditions in this Employment Letter, rules, regulations and other policies of Triarq Health (together the "**Organisation Policies**") as may be amended and applicable from time to time.
 - 1.2 You will be required to report to our office at Nashik. You will be in "Practice Services" Department in the role of "Developer". Your job responsibilities will be as specified by Triarq Health. However, you are liable to be assigned to any other job as the management may deem fit. You will be reporting to such person in Triarq Health as may be indicated to you from time to time. You may be required to travel where necessary to enable you to perform your employment obligations. Your services are transferable, and you may be transferred, seconded or deputed by Triarq Health to any of its operations or operations of its employee companies or other third parties in India or abroad. Triarq Health further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Triarq Health or as part of any restructuring or amalgamation or such other plan implemented by Triarq Health or by which Triarq Health is bound.
 - 1.3 During the term of your employment with Triarq Health, you will be required to discharge such duties as may be assigned to you from time to time and you will diligently carry out all instructions given to you.
 - 1.4 During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about Triarq Health and/or its employee, companies or group companies, or the employees, officers, directors, shareholders, clients, customers or agents of Triarq Health and/ or its employee companies and group companies.
 - 1.5 Your employment with Triarq Health and its continuance will be subject to your being medically (physically and mentally) fit and remaining so during your employment. You may be required at any time during your employment, to appear before and be examined by a medical officer specified by Triarq Health.

JS



TRIARQ HEALTH LLP

2. Verification

Triarq Health reserves the right to verify any and all information provided by you at the time of your appointment. Triarq Health also reserves the right to conduct background checks, as it deems fit, during the course of your employment. In this regard, you are required to furnish original and self-attested copies of all documents specified in **Annexure-I** on the date of signing of this Employment letter.

3. Working Hours

Your working hours will be as advised to you by your superiors from time to time and you may be expected to work beyond the standard working hours to achieve the results whenever your job so requires. Ordinarily you will be required to work for a minimum of 45 hours each week. You will be advised by your supervisor or manager of the working hours, break periods and weekly rest day(s). It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work as verified by your reporting manager, apart from the fact that strict disciplinary action may be taken against you.

4. Benefits

You will be eligible for the following from the date of joining:

- (a) **Leave:** You will be eligible for leave as per the rules and regulations and Organisation Policies of Triarq Health LLP.
- (b) **Medical Insurance Scheme:** As per the Organisation Policies and as per the insurance scheme availed by Triarq Health.
- (c) **Bonus:** You will be eligible for bonus as per the Organisation Policies.

5. Termination

- 5.1 Either you or Triarq Health may terminate your employment with Triarq Health by giving 60 days' notice in writing to the other party.
- 5.2 Your resignation will not automatically be assumed to be accepted from the date of its communication to Triarq Health and will be subject to the fulfillment of notice period, proper handover and any other conditions as may be communicated to you in writing by Triarq Health. Prior to the completion of such notice period, you will hand over to Triarq Health all correspondence, information, specifications, books, documents, literature, effects, access codes or records, etc., belonging to Triarq Health or in relation to its business and will not make or retain any copies of these items.
- 5.3 Triarq Health reserves the right not to accept the payment in lieu of the notice and at its sole discretion may require you to serve the complete or part of the notice period to effectuate a proper handover of charge to the sole satisfaction of Triarq Health.
- 5.4 In the event of your resignation, Triarq Health may, at its sole discretion, relieve you from such date as it may deem fit, even before the expiration of the notice period. Under these circumstances, Triarq Health will ordinarily pay you compensation for the unexpired period of



TRIARQ HEALTH LLP

5th FLOOR | RUSHIRAJ TOWER | JEHAN CIRCLE | GANGAPUR ROAD | NASHIK - 422 013 | MAHARASHTRA | INDIA

PHONE: +91 - 253 - 2344395 / 96 | FAX: +91 - 253 - 2344398 | www.triarqhealth.com

the notice periods. Triarq Health at its discretion reserves the right to withhold compensation, without incurring any liability should there be a material breach of your duties or obligations, or gross indiscipline or misconduct in this period.

- 5.5 Triarq Health may terminate your employment with immediate effect; upon paying salary in lieu of notice or pro-rated salary for the balance notice period, in case you have been permitted to work during a part of the notice period.
- 5.6 Triarq Health may terminate your services immediately without any compensation or notice thereof, if you are in material breach of your duties or obligations or commit breach of trust or gross indiscipline or misconduct or commit breach of any applicable law or of the Organisation Policies and code of business conduct or any of the terms and conditions of your employment. Such material breach would include your failure to comply with or committing breach of the provisions contained in this agreement, gross misconduct, financial irregularities, breach of confidentiality/ non-disclosure, breach of any applicable law or regulation, breach of the Triarq Health's code of business conduct, refusal to carry out reasonable instructions, providing false declaration or information to Triarq Health, willful suppression of material information and the like. The said right of Triarq Health is without prejudice to its rights in law or equity to initiate other legal action as it deems fit to protect its interests.
- 5.7 In the event of your continuous absence for a period of 7 working days or more, without formal request or permission from the management for the same, you will be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment will be deemed as repudiation of the contract of employment by you and not as a termination of the service by Triarq Health.
- 5.8 Subject to earlier termination of this engagement, you will retire as per the Organisation Policy. However, an extension may be allowed at the discretion of Triarq Health.
- 5.9 Triarq Health may immediately terminate your employment and/ or proceed against you to seek injunction in an appropriate court of law against your working in any other company/firm/business, directly or indirectly on an honorary or remunerative basis, before you are relieved from Triarq Health. In addition to any other remedies which Triarq Health may have at law or in equity, you agree that Triarq Health will have the right to have all provisions of this agreement specifically performed including the post-employment restrictions stipulated in paragraphs 6, 7, 8 and 11.
- 5.10 Upon cessation of your employment for any reason, and as a condition for you to receive any of the payments in connection with the cessation of your employment, you may be required to execute and deliver to Triarq Health a general release in such form and substance as prescribed by Triarq Health.
- 5.11 The terms of this offer are strictly confidential between you and Triarq Health and any breach of this confidence will be viewed with utmost seriousness. Your obligations set forth in paragraphs 6, 7, and 8 survive expiration or termination of your employment contract with Triarq Health.

6. Confidentiality & Employment Policy

- 6.1 In the course of your employment with Triarq Health, and by virtue of the position held by you, you may acquire or have access to information, technical or otherwise, including any computer software, trade secrets, design, intellectual property, technology, ideas, know-how, processes, formulas, compositions, data, techniques, improvements, inventions, work of authorship,



business and product development plans, and other information concerning Triarq Health's actual or anticipated business, research, and development or that is received by Triarq Health, which is confidential or proprietary to Triarq Health or its subsidiaries or affiliates, its customers, subcontractors or any other person or company having any kind of association or relationship with Triarq Health, and/or its affiliates or subsidiaries ("**Confidential Information**"). You will keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and will not disclose or divulge any such information or data, without prior written consent of an authorized officer of Triarq Health.

- 6.2 You will, at all times, whether during or after the termination of your employment, act with utmost fidelity and will not disclose or divulge any such Confidential Information to third parties or make use of such information for your own benefit or otherwise howsoever.
- 6.3 You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other Confidential Information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.
- 6.4 Upon expiry or termination of your employment with Triarq Health, you will return and surrender to Triarq Health, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, pen drives, hard drives or any similar storage device and any other knowledge databases that came to you or were entrusted to you in the course of your employment and will not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as Triarq Health or its affiliates or customers may require in this regard, from time to time.

7. Disclosure of Information

You will not, except in the course of your duties or unless ordered to do so by a court of competent jurisdiction, either during or any time after your employment with us, use or disclose to any person, firm or corporation any information relating to the organization, its business, clients or trade secrets which have come into your possession in the course of your employment with us including public papers, journals, white papers, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Triarq Health or its subsidiaries or affiliates, customers, sub-contractors or any other person or company having any kind of association or relationship with Triarq Health and/or its subsidiaries or affiliates, except with prior written approval of Triarq Health.

8. Intellectual Property Rights

All right, title and interest (including patent rights, copyrights, trade secret rights, mask work rights, and any and all other intellectual and industrial property rights throughout the world) relating to any and all inventions (whether or not patentable), works of authorship, mask works, designs, know-how, ideas and information (collectively referred to as "**Inventions**") made or conceived or reduced to practice, in whole or in part, by you, during the term of your employment with Triarq Health that relate to Triarq Health or the business or demonstrably the business of Triarq Health during the course of your employment with Triarq Health will belong to and be the property of Triarq Health and you confirm that you will not be entitled to claim any rights over such Inventions. If required by Triarq Health, during or after the term of this engagement, you will assign and transfer in favor of Triarq Health or, at the request of Triarq

Handwritten initials



Health, in favor of any of its subsidiary, affiliate, customers or other persons, all intellectual property rights in such Inventions or works or materials and will execute such deeds and documents, as Triarq Health may require, to effectually vest in Triarq Health, or in any of its subsidiary, affiliate or customers as Triarq Health may require, any and all intellectual property rights and benefits in such Inventions, works or materials. In performance of your duties and responsibilities, you will not use or infringe any intellectual property properties or rights of any other persons.

9. Compensation & Benefits

- 9.1 Your gross annual compensation (CTC) will be as set forth in the **Annexure II** ("Compensation") and will be subject to deduction of tax at source, and any other applicable taxes and payroll deductions. All employee benefits are included in this Compensation.
- 9.2 Normally, the increments are sanctioned annually after completion of 1 (one) year(s) from the date of joining. Sanctioning of increment is not automatic but will be at the sole discretion of the management of Triarq Health based on the performance and behaviour of the employee.
- 9.3 Triarq Health assumes no responsibility for your personal tax affairs, and your tax liability in respect of your Compensation is entirely your responsibility. Provided however, Triarq Health may from to time to time, withhold any tax as may be required by applicable law. It is a condition of your employment that you will abide by the Organisation Policies of maintaining strict confidentiality of the compensation you receive from Triarq Health and not disclose the same to any individual, including your co-workers.
- 9.4 Effective your date of joining, you will be provided a Medical Insurance for self, spouse and dependent children. Premium for this will be paid by Triarq Health.

10. Learning & Development

During the course of your employment with Triarq Health, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. Triarq Health will bear the costs and expenses in relation to such programs. However, you will be required to be in the employment of Triarq Health for a minimum specified period after such programs, failing which you will be required to reimburse such costs and expenses incurred by Triarq Health in relation to such programs. Regarding the aforesaid, Triarq Health reserves the right to ask you to sign an agreement/bond employed with the training/assignment. In the event of any breach of the conditions employed with the bond Triarq Health will invoke the appropriate penalty clauses and you will be liable to pay the damages as provided in the said agreement/bond. Your refusal to undergo such programs on such terms would be considered as a material breach of the terms of employment and in such case, Triarq Health will have the right to terminate this engagement, by giving you 1 (one) days' notice as referred to in paragraph 6 above, without being under obligation to make any payments to you.

11. Should any provision of this Employment Letter be held invalid or unenforceable, such invalidity will not invalidate the whole of this Employment Letter and the remainder of this Employment Letter will remain in full force.



TRIARQ

HEALTH

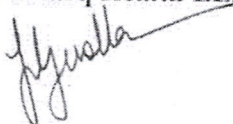
12. In the event of any dispute or claim arising under this Agreement or in connection with the conditions of employment under this Agreement, such dispute or claim will be referred to arbitration in pursuance of the Arbitration and Conciliation Act, 1996. Triarq Health will in the event of any such dispute or difference, have the right to nominate an arbitrator as the sole arbitrator to adjudicate upon the dispute/difference. The seat of the arbitration will be Mumbai, India. Parties also agree to submit themselves to the exclusive territorial jurisdiction of courts at Nashik, India. The arbitration proceedings will be conducted in English language. The fees of the arbitrator will be paid equally, in the first instance, by both parties, subject to the final adjudication of costs by the arbitrator at the time of passing the award.
13. Triarq Health reserves the right to introduce, modify, amend or annul any terms and conditions of your employment at any time, without any prior written notice to you. Any such changes will be notified in writing to you from time to time and will be deemed to be incorporated herein by reference and will form part of the terms and conditions of your employment.
14. This Employment Letter will supersede any and all prior agreements, arrangements or understanding, whether written or oral, between Triarq Health and you, except as otherwise specified herein. This Employment Letter will come into force and be effective on and from 11-October-2021.

We look forward to a long and mutually beneficial association with you. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings.

This offer requires response by 08-October-2021.

Welcome aboard! Kindly return a copy of this Employment Letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincerely,
For Triarq Health LLP



Sachin Girolla
Chief People Officer

I, Sanket Prakash Sanap, hereby agrees and undertakes to be bound by the terms of the Employment Letter.



Sanket Prakash Sanap

08/10/2021

Date



TRIARQ HEALTH LLP

5th FLOOR | RUSHIRAJ TOWER | JEHAN CIRCLE | GANGAPUR ROAD | NASHIK - 422 013 | MAHARASHTRA | INDIA
PHONE: +91 - 253 - 2344395 / 96 | FAX: +91 - 253 - 2344398 | www.triarqhealth.com

Annexure-I

1. Original & photocopy of 10 & 12th Certificates
1. Date of Birth Certificate
2. Original & photocopy of Graduation degree with all the mark sheets of all the semesters
3. Original & photocopy of Post-Graduation degree with all the mark sheets of all the semesters (if applicable)
4. Any professional Course / Diploma
5. Original & photocopy of Experience / Relieving letter from all previous employers
6. Original & photocopy of Passport (All Pages)
7. Three Passport size photographs
8. Original & photocopy of PAN Card
9. Original & photocopy of Aadhar Card
10. Original & photocopy of Driving License / Photo ID Card or tax declaration form etc.
11. Existing Bank Account details (Cancelled cheque/ passbook frontpage photocopy)
12. Medical Fitness Certificate from a Certified Medical Practitioner
13. Pay-slips of last 3 (three) months from previous company

***All documents' photocopies should be notarized**

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TRIARQ HEALTH

Annexure-II

Mr. Sanket Prakash Sanap

Designation: Software Engineer

Breakup of Remuneration will be as follows:

PARTICULARS	Monthly (in INR)	Annually (in INR)
BASIC	5,850	70,200
HRA	2,600	31,200
COMPOSITE ALLOWANCE	4,050	48,600
LTA/SPECIAL ALLOWANCE	500	6,000
EMPLOYER CONTRIBUTION OF PF	731	8,775
EMPLOYER CONTRIBUTION OF ESIC	423	5,076
GRATUITY	As per applicable law	
CTC	14,154	1,69,848

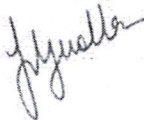
Note: PF & ESIC will be deducted as per laws applicable.

All other allowances are included in composite allowances.

Tax liability depends upon an employee; hence we can't forecast about the same. Income tax will be deducted as per IT Rules.

Sincerely,

For Triarq Health LLP



Sachin Girolla
Chief People Officer
07-October-2021



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June 4, 2021

HRD/3T/1002020630/21-22

Mr. Rahul Ahire
Shivjyoti Duplex,
Near Swadhyay Kendra, Shivaji Nagar,
Nashik-422012
India

Ph: +91-8698306169

Dear Rahul,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.06.04 14:58:55 IST
Reason: Digitally Signed
Location: Bangalore



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askus@infosys.com
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Mr. Rahul Ahire
Shivjyoti Duplex,
Near Swadhyay Kendra, Shivaji Nagar,
Nashik-422012
India

Ph: +91-8698306169

Dear Rahul,

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 **14-Jun-2021**.

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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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 12 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, during probation. On 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.

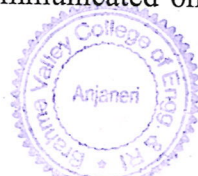
Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 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 20% 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 Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 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.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on 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 month's 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.

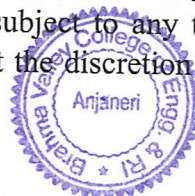
If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to 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 and with a pass percentage not lesser than as 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 your application for 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. 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 require 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.



ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Rahul Ahire
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	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 is subject to the fulfilment 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 Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Rahul Ahire
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	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 is subject to the fulfilment 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