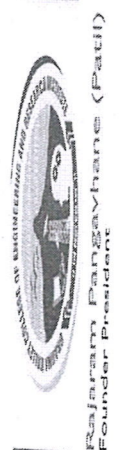
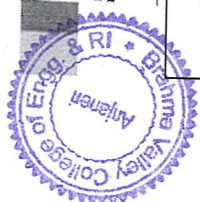


**PLACEMENT RECORDS
BVCOE & RI
COMPUTER ENGINEERING
A.Y 2021-22.**





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, Trimbaik Road, Anjneri, Nashik - 422 213
 Tel.: (02594) 220202/203, 220066. Trimbak Road, Anjneri, Nashik - 422 213
 E-mail: principal@bvce.ac.in, 2311244, 2312904
 Unipune College Code: Ense - 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)
2021-22	AHIRE JANVI ASHOK	Computer Engineering	2021-2022	WNS	1.89 LPA
2021-22	AMRITKAR RUTWIK SATISH	Computer Engineering	2021-2022	Eatoz	1.8 LPA
2021-22	BASTE SAKSHI PRAKASH	Computer Engineering	2021-2022	Technokraft & Solution Pvt Ltd	2.5LPA
2021-22	BHAMARE SANKET RAVINDRA	Computer Engineering	2021-2022	Eatoz	1.8 LPA
2021-22	BHOITE ANUJA SHAMRAO	Computer Engineering	2021-2022	Satrix Information Security (P) Ltd.	2 LPA
2021-22	BUDHINAR DHANANJAY VIITTHAL	Computer Engineering	2021-2022	CCLIVIS	3.7 LPA
2021-22	DEORE SHITAL MANIK	Computer Engineering	2021-2022	Satrix Information Security (P) Ltd.	2 LPA
2021-22	DEVHARE HARISH MEHENDRA	Computer Engineering	2021-2022	Arees Technologies	4.50 LPA
2021-22	ENDAIT GAURAV VISHWANATH	Computer Engineering	2021-2022	Eatos	1.8 LPA
2021-22	FIRKE PUSHPAK YOGIRAJ	Computer Engineering	2021-2022	Satrix Information Security (P) Ltd.	2 LPA
2021-22	GAVIT YASHODA ROHIDAS	Computer Engineering	2021-2022	Softcrowd Technologies	2 LPA
2021-22	KALE OMKAR RAJENDRA	Computer Engineering	2021-2022	WNS	1.89 LPA
2021-22	KAPADNIS HARSHADA SHANTARAM	Computer Engineering	2021-2022	Satrix Information Security (P) Ltd.	2 LPA
2021-22	KAPSE VAISHALI VALU	Computer Engineering	2021-2022	Eatos	1.8 LPA
2021-22	KASAR RUSHIKESH	Computer Engineering	2021-2022	WNS	1.89 LPA
2021-22	KHAIRNAR RUTUJA VILAS	Computer Engineering	2021-2022	Symboisys	2 LPA
2021-22	KHALANE YOGESH SUNIL	Computer Engineering	2021-2022	Satrix Information Security (P) Ltd.	2 LPA
2021-22	KHANDRARE BHAVNA RAJESH	Computer Engineering	2021-2022	kiya.ai	3.5 LPA
2021-22	LADE SANKET SATISH	Computer Engineering	2021-2022	Eatos	1.8 LPA
2021-22	LAUTE PRAJETA JAGANNATH	Computer Engineering	2021-2022	Great Learning	2 LPA
2021-22	MAHALE JYOTI VASANT	Computer Engineering	2021-2022	WNS	1.89 LPA
2021-22	MORE DEEPAK JITENDRA	Computer Engineering	2021-2022	Eatos	1.8 LPA
2021-22	NIKAM RUPALI SANJAY	Computer Engineering	2021-2022	Datamatics	84 k
2021-22	PARVE BHAGYALAXMI KAILAS	Computer Engineering	2021-2022	eatos	1.8 LPA
2021-22	PATIL GAYATRI VASANT	Computer Engineering	2021-2022	EXL	2 LPA
2021-22	PATIL NIKHIL VINAYAK	Computer Engineering	2021-2022	CCLIVIS	3.7 LPA
2021-22	PATIL REKHA DHANRAJ	Computer Engineering	2021-2022	CCLIVIS	3.7 LPA
2021-22	PATIL SHIVALI SUNIL	Computer Engineering	2021-2022	Infosys	3.8 LPA
2021-22	PAWAR VRUSHALI	Computer Engineering	2021-2022	CCLIVIS	3.7 LPA
2021-22	PRATIK SANJAY CHANDORE	Computer Engineering	2021-2022	eatos	3.7 LPA
2021-22	RAMRAJE CHIRAG SATISHAI	Computer Engineering	2021-2022	CCLIVIS	1.8 LPA
2021-22	SHEWALE VAISHNAVI PRAMOD	Computer Engineering	2021-2022	Eatos	3.7 LPA
2021-22	SHINDE SUBHAM KADUBA	Computer Engineering	2021-2022	CCLIVIS	1.8 LPA
2021-22	SURYAWANSHI DEVIDAS VASANT	Computer Engineering	2021-2022	SSS	3.7 LPA
2021-22	TAJANPURE ADITYA	Computer Engineering	2021-2022	Accucia Software Pvt Ltd	2.8 LPA
2021-22	TARLE MANOJ SHIVAJI	Computer Engineering	2021-2022	CCLIVIS	3.6 LPA
2021-22	WAGH SAISH NILESH	Computer Engineering	2021-2022	CCLIVIS	3.7 LPA

17-Jun-2022

Ahire Janvi Ashok

KNimani , Deola, Devli, Nashik,

Maharashtra, 423102 India

Appointment Letter for Fixed Tenure Post for Company Employee

Dear Janvi,

As per your application, we have pleasure in appointing you in our company as **Associate - Ops** w.e.f. **18-Jun-2022** on the following terms and conditions:

Nature of Post:

Your post is a tenure post for a fixed period. Initially you are appointed for a period of **valid** months i.e. **17-Dec-2024**

On expiry of the above tenure, your services will automatically end without any further notice or communication.

- 1. Place of work:** You are initially posted at **Nashik**.
- 2. Renewal of Tenure:** Depending upon the requirements of company and subject to your suitability to the job, your above tenure may be renewed in writing with mutual consent of both the parties on such terms as may be acceptable to both the parties.
- 3. Nature of Duties:** You will be required to render data processing services and another services incidental thereto or connected therewith.
- 4. Supervision & Control:** You will remain under the supervision and control of our company for the purpose of your transfer, promotion, revision in service conditions, overall performance of your work and termination from service etc. and the same will be decided by our company. However, you will also receive instructions for day to day performance of your duties from company's officers and you will abide by such instructions given by them.
- 5. Responsibilities:**
 1. While rendering data processing services, you must effectively, diligently and to the best of your ability perform all responsibilities implicit in the data processing job and you will ensure results. You will be expected to work extra hours to achieve the results whenever the job so requires.
 2. You will be required to engage yourself exclusively in the work assigned by the company and you will not take up any independent or individual assignment (whether same is part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent from our company.
 3. You will ensure that you will not directly or indirectly engage in any activity or have any interest in or perform any service for any person who is involved in activities which are or shall be in conflict with the interest of our company.
 4. Take the responsibility of achieving the targets and objectives given to you from time to time, in order to earn your salary and other benefits.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

6. **Salary / Leaves:** Your total fixed pay salary will be **INR 1,89,732 (Indian Rupees One Lakh, Eighty Nine Thousand, Seven Hundred And Thirty Two Only)** per annum. A detailed stack-up of your compensation is attached herewith as Annexure. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
7. **Confidentiality:** The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use or divulge or disclose any such confidential information except as per required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).
8. **General:**
 1. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice.
 2. Please note that you are required to inform us if there are any agreements, oral or written which you have entered into and which relate to your commitment under this agreement.
 3. While in employment if you indulge in any act of misconduct, you may be suspended pending enquiry without salary.
 4. If during the tenure of your employment, if no work is available for any reason whatsoever you may be laid off without any salary or compensation.
 5. During the tenure you may be sent on deputation or transfer to any other office, location, factory etc of the company located anywhere in India (whether presently in existence or set up in future).
 6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer.
9. **Separation:** Notwithstanding what is stated hereinabove, if during the period of your working, your services are not found satisfactory, the same may be terminated with 24 hours' notice and without any extra compensation. Similarly, you will be at liberty to resign from the services by giving **60 days** advance notice. The Management can without notice or compensation terminate your services with immediate effect if you contravene any clauses of this Appointment or commit any acts detrimental to the company such as theft, fraud, dishonest, assault, threatening, etc., or any other acts.
10. **Handing Over of Charge:** On cessation of your employment, you will hand over charge to the company truthfully and sincerely and return all the documents or properties of company in your possession. In discharge of the above obligation, you will obtain a No-objection certificate from the company. On receipt of the above No-objection certificate, your full and final dues will be settled.
11. **Other Conditions:**
 1. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

2. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
 3. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment.
 4. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.
12. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

Yours sincerely

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature



S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 7-3-2023 Mr.

Amritkar Rutwik Satish C-4
Maitr Pushp APT, Hirawadi
Panchavati, Nashik-3
Maharashtra

Subject: Offer letter for the post of "Software-Test Engineer"

Dear Amritkar Rutwik Satish,

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1) Software Test Engineer
- 2) Application Testing
- 3) Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

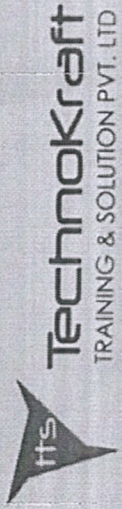
Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23



Vaishnavi Shewate

SKRAFTING YOUR SKILLS



TechnoKraft Training & Solution Pvt. Ltd., hereby certifies that

SAKSHI PRAKASH BASTE

has successfully completed practical and industry oriented training of

JAVA SOFTWARE PROGRAMMING & MVC
CORE AND ADVANCE JAVA | Model View Controllers

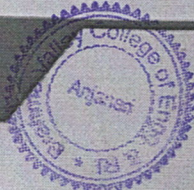
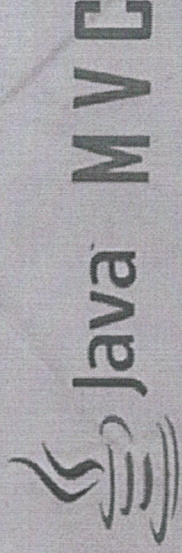
Arvind Thevar
Founder & Director

Rahul Makasare
Founder & Director

Sonali Thevar
Director

CONGRATULATION FOR THE SUCCESSFUL COURSE COMPLETION

DATE: 03-08-2021



All rights reserved by TechnoKraft Training & Solution Pvt. Ltd. | This is Course completion certificate and does not indicate any validity



S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 6-3-2023

Mr. Bhamare Sanket Ravindra
D-4 Rashi Pushpak GPT,
Panchavati, Nashik-3
Maharashtra

Subject: Offer letter for the post of “Software-Test Engineer”

Dear Bhamare Sanket Ravindra,

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.


- 1] Software Test Engineer
- 2] Application Testing
- 3] Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.


S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)


26/03/23




Vaishnavi Shewale

HR\RN\OFF\22-23\218

13-Mar-23

Bhoite Anuja Shamrao

Flat No 10-A, Ram Towers,
Above Samraat Sweets, Rajeev Nagar,
Nasik, Maharashtra, India - 422009

Email id: bhoitea@gmail.com Mobile
no.: +91 980 639 3685

Subject: Job Offer

Dear Anuja,

Congratulations!

We are pleased to offer you the position of “**Cybersecurity Associate - Managed Security Services**” with **Satrix Information Security (P) Ltd.** The compensation is discussed with you and this offer is in line with the same.

Security Operations Centre (SOC) will be operational for 24 hours, seven days a week, therefore you will be required to work in rotational shifts. Your working hours will be Nine (9) hours per day with one-hour break and you are scheduled to work Six (6) days a week including weekend & Holiday as per duty roster, however you may be required to work beyond and / or outside normal office hours as per business requirements.

Your base location will be **Floating** however, you may be required to relocate/travel as per project and business requirements, which could be anywhere in India and overseas.

We would like you to join us on **20-Mar-23** at **10.00 am**. Please report to the undersigned for documentation and orientation. If this date is not acceptable, please contact us immediately.

Upon acceptance of this offer, company will do necessary background/referral checks including but not limited to enquiries with your present employer. Employment as per this offer is subject to your referral check and being medically fit at the time of your joining.

You will be on probation for a period of **Six (6) Months** from the date of your joining and your employment shall be governed by the company's human resources policies and procedures.

During the probation period, there will be periodical performance assessments of the learning objectives set at the beginning of the training program. On successful completion of the training programs, you will be finally reviewed on your overall performance and conduct. Based on your satisfactory meeting of the objectives, your employment shall be confirmed. But in Case of non-successful completion of training program due to Trainee's fault or non-performance by the trainee in the assessment and evaluations program within the maximum time period of 6 months, will lead to termination of the employment with the Organization without notice with immediate effect.

Satrix firmly believes in meeting the career aspirations of its employees. The organization will provide you with suitable training, counselling and necessary support to prepare you to enter and succeed in your roles and responsibilities.



By accepting this offer you agree that you:

- Endeavor to successfully complete the initial training
- Understand that, during the probation period, lack of success at any stage of the training program, or lack of acceptance / upon not clearing the evaluation assessment into a required course due to an inability to meet the minimum entrance requirements will be a valid reason for your removal from employment (Termination) & No salary will be paid out for the same duration.
- You will be required to pass/clear all allocated trainings within stipulated time. In case of failure in passing/clearance of training you may be given more than 1 attempt for reassessment /testing which will be in accordance with individual course training guideline. In case of not passing the required level of expertise from first attempt, you will be offered to go for next attempt (based on course training guideline only), so the duration from giving the first attempt (in case of not clearing it) till finally clearing / passing it, this duration will be treated as Preparation downtime, and duration of Preparation downtime will be non-paid days, as these days are giving to individual's for self-skill enhancement which in line with the job profile.
- Salary will be calculated and paid to employee only after clearance / passing of all fresher training courses. Employee will be enrolled in regular payroll cycle post completion of all fresher training courses and submission of all original documents as mentioned in the next sections of this offer letter. It is mandatory to pass the allotted assessments of all fresher training courses to get eligible for the payment of training days.
- Salary for the complete training duration will be paid / released upon meeting the above conditions.

Salary for the Training days will be calculated as per the below formula:

Total Monthly Salary / Total Calendar Days * Actual Training Effective Days

Actual Training Days = Standard training completion timeline (days) defined in individual course guideline. No training downtime is included in these days.

- Employee will take responsibility for gaining the skills required to fulfil the roles and responsibilities of the target position.
- Fresher training is divided into multiple training courses, and it is individuals' responsibility and mandatory by the organization to clear all the training within stipulated time period.
- The whole course and the assessment needs to be cleared within the time frame. If in case certain courses / assessment not cleared out of the bunch within the time limit will lead to termination of employment without any payment eligibility.
- Agree to sign the Training Agreement, which also includes service condition / term (serve Satrix for a minimum period of two (2) years)

By signing this offer letter, candidate is also sharing his/her acknowledgement on below listed conditions.

1. Post completion of training, company can deploy employee anywhere PAN India / Overseas as per the project location.
1. Upon joining, immediately Technical Training will be initiated which will be for period of approximately 2 to 3 months. The total cost for this training is Rs. 2,00,000. Company do not charge employee for this training, but employee will be required to sign **Training Agreement** of Rs. 2 Lakh and for two (2) years with the company.
2. This training will include but not limited to hands on experience on dedicated demo environment & live like environment with shadowing under cybersecurity expert, Use cases and multiple log / incident management tools.
3. Cheque of Rs. 2,00,000 to be given by employee towards security at the time of joining. This cheque will not be encashed but kept with the company and same cheque will be handed over back to the respective employee after completion of two (2) years with us. The cheque will only be utilized upon breaching of Training Agreement of two years.
4. Employee is required to submit Original LC, HSC Marksheet, HSC Passing Certificate and Final Year Certificate (as and when received) to the company on the day of joining – The same will be returned by the company post completion of continuous two (2) years of services from the date of joining.

5. Selected candidate is required to join Ahmedabad Office of Satrix Information Security within 10 days of receipt of job offer.
6. Work in rotational shifts, weekends, holidays (appropriate comp-off will be provided as per company's policy)
7. Have ready passport or at least have done passport application.
8. Ready to learn new technologies and take the ownership of the responsibility given.

On the date of your joining, you are requested to bring the following documents (Photocopy along with the originals for verification):

- Government issued Identity Proof (Aadhaar Card, PAN Card, Driving License, Passport)
- Address Proof (Light / Telephone / Gas Bill)
- Educational Certificates (Standard 10th onwards)
- Experience Proof (If applicable)
- Medical Fitness Certificate (from MBBS)

Also bring Five (5) Passport size photos; to be submitted for documentation

Please sign on each page of enclosed copy of this letter and return it by **14-Mar-23** to indicate your acceptance of this offer, as after this date offer will stand null and void. Alternatively, you may send your acceptance by email. A formal Appointment letter will be issued within 7 (seven) days of your joining with us.

We are looking forward to welcome you on board!

For, Satrix Information Security (P) Ltd.,



Dev Khatwa

Manager - Compliance and Audit

Additional role: Manager - HR & Administration

Candidate Acknowledgement: I accept the offer as outlined above.

Name: Bhoite Anuja Shamrao

Date: 13/03/2023

Signature: _____



24th April, 2023

To,

Mr. Dhananjay Budhnar,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Dhanajay,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as **Web Developer**.
2. You will operate from our **Pune office**.
3. Your employment starts from 24th April, 2023.
4. Your cost to company would be as follows:

CTC of Rs. 3,70,000 (Three lac seventy thousand only) and the detailed break-up of the same is attached along with offer letter.

5. You and your family (Self +Spouse+ 2 Children) would be covered under health insurance scheme for sum insured of INR 3 lacs. 25% of the premium would contribute from your salary.
6. You will be on probation for 6 months from the date of joining. The company may in its sole discretion extend your probation period based on your performance or other factors as the company may deem fit.
7. If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation. Also, any of your action which is not in interest of the company or client would also lead to removal from employment without any compensation.
8. Upon joining the company you are required to execute a non-compete and confidentiality undertaking which along with this offer of appointment, will govern the terms of your employment with the company.
9. Your service can be terminated by either side by giving 30 days' notice or payment of 30 days salary in lieu thereof during probation period and 3 months' notice or payment of 3 months' salary in lieu thereof after probation period.
10. Absence for a continued period of 5 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 5 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. While working with client, your leave calendar would be same as that of client.
11. As part of the joining process, you are required to submit copies of all your educational certificates, experience and relieving letters of your previous employments, latest salary slips / certificates of your last s Employment, copy of your residential address, copy of your photo identity and two passport size photographs.





S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 6-3-2023

Mr. Chandore Pratik Sanjay
Kuber Corner , Jail Road
Nashik Road Maharashtra

Subject: Offer letter for the post of "Software-Test Engineer"

Dear Chandore Pratik Sanjay

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1) Software Test Engineer
- 2) Application Testing
- 3) Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23



Vaishnavi shewale

HR\RN\OFF\22-23\256

13-Mar-23

Deore Shital Manik

Flat No 30-A, Sai Towers,
Above Rajlakhani Sweets, Sai Nagar,
Nasik, Maharashtra, India - 422008

Email id: deore@gmail.com Mobile
no.: +91 930 649 2687

Subject: Job Offer

Dear Shital,

Congratulations!

We are pleased to offer you the position of “**Cybersecurity Associate - Managed Security Services**” with **Sattrix Information Security (P) Ltd.** The compensation is discussed with you and this offer is in line with the same.

Security Operations Centre (SOC) will be operational for 24 hours, seven days a week, therefore you will be required to work in rotational shifts. Your working hours will be Nine (9) hours per day with one-hour break and you are scheduled to work Six (6) days a week including weekend & Holiday as per duty roster, however you may be required to work beyond and / or outside normal office hours as per business requirements.

Your base location will be **Floating** however, you may be required to relocate/travel as per project and business requirements, which could be anywhere in India and overseas.

We would like you to join us on **20-Mar-23** at **10.00 am**. Please report to the undersigned for documentation and orientation. If this date is not acceptable, please contact us immediately.

Upon acceptance of this offer, company will do necessary background/referral checks including but not limited to enquiries with your present employer. Employment as per this offer is subject to your referral check and being medically fit at the time of your joining.

You will be on probation for a period of **Six (6) Months** from the date of your joining and your employment shall be governed by the company's human resources policies and procedures.

During the probation period, there will be periodical performance assessments of the learning objectives set at the beginning of the training program. On successful completion of the training programs, you will be finally reviewed on your overall performance and conduct. Based on your satisfactory meeting of the objectives, your employment shall be confirmed. But in Case of non-successful completion of training program due to Trainee's fault or non-performance by the trainee in the assessment and evaluations program within the maximum time period of 6 months, will lead to termination of the employment with the Organization without notice with immediate effect.

Sattrix firmly believes in meeting the career aspirations of its employees. The organization will provide you with suitable training, counselling and necessary support to prepare you to enter and succeed in your roles and responsibilities.



By accepting this offer you agree that you:

- Endeavor to successfully complete the initial training
- Understand that, during the probation period, lack of success at any stage of the training program, or lack of acceptance / upon not clearing the evaluation assessment into a required course due to an inability to meet the minimum entrance requirements will be a valid reason for your removal from employment (Termination) & No salary will be paid out for the same duration.
- You will be required to pass/clear all allocated trainings within stipulated time. In case of failure in passing/clearance of training you may be given more than 1 attempt for reassessment /testing which will be in accordance with individual course training guideline. In case of not passing the required level of expertise from first attempt, you will be offered to go for next attempt (based on course training guideline only), so the duration from giving the first attempt (in case of not clearing it) till finally clearing / passing it, this duration will be treated as Preparation downtime, and duration of Preparation downtime will be non-paid days, as these days are giving to individual's for self-skill enhancement which in line with the job profile.
- Salary will be calculated and paid to employee only after clearance / passing of all fresher training courses. Employee will be enrolled in regular payroll cycle post completion of all fresher training courses and submission of all original documents as mentioned in the next sections of this offer letter. It is mandatory to pass the allotted assessments of all fresher training courses to get eligible for the payment of training days.
- Salary for the complete training duration will be paid / released upon meeting the above conditions.

Salary for the Training days will be calculated as per the below formula:

Total Monthly Salary / Total Calendar Days * Actual Training Effective Days

Actual Training Days = Standard training completion timeline (days) defined in individual course guideline. No training downtime is included in these days.

- Employee will take responsibility for gaining the skills required to fulfil the roles and responsibilities of the target position.
- Fresher training is divided into multiple training courses, and it is individuals' responsibility and mandatory by the organization to clear all the training within stipulated time period.
- The whole course and the assessment needs to be cleared within the time frame. If in case certain courses / assessment not cleared out of the bunch within the time limit will lead to termination of employment without any payment eligibility.
- Agree to sign the Training Agreement, which also includes service condition / term (serve Satrix for a minimum period of two (2) years)

By signing this offer letter, candidate is also sharing his/her acknowledgement on below listed conditions.

1. Post completion of training, company can deploy employee anywhere PAN India / Overseas as per the project location.
1. Upon joining, immediately Technical Training will be initiated which will be for period of approximately 2 to 3 months. The total cost for this training is Rs. 2,00,000. Company do not charge employee for this training, but employee will be required to sign **Training Agreement** of Rs. 2 Lakh and for two (2) years with the company.
2. This training will include but not limited to hands on experience on dedicated demo environment & live like environment with shadowing under cybersecurity expert, Use cases and multiple log / incident management tools.
3. Cheque of Rs. 2,00,000 to be given by employee towards security at the time of joining. This cheque will not be encashed but kept with the company and same cheque will be handed over back to the respective employee after completion of two (2) years with us. The cheque will only be utilized upon breaching of Training Agreement of two years.
4. Employee is required to submit Original LC, HSC Marksheet, HSC Passing Certificate and Final Year Certificate (as and when received) to the company on the day of joining – The same will be returned by the company post completion of continuous two (2) years of services from the date of joining.



5. Selected candidate is required to join Ahmedabad Office of Satrix Information Security within 10 days of receipt of job offer.
6. Work in rotational shifts, weekends, holidays (appropriate comp-off will be provided as per company's policy)
7. Have ready passport or at least have done passport application.
8. Ready to learn new technologies and take the ownership of the responsibility given.

On the date of your joining, you are requested to bring the following documents (Photocopy along with the originals for verification):

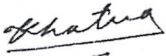
- Government issued Identity Proof (Aadhaar Card, PAN Card, Driving License, Passport)
- Address Proof (Light / Telephone / Gas Bill)
- Educational Certificates (Standard 10th onwards)
- Experience Proof (If applicable)
- Medical Fitness Certificate (from MBBS)

Also bring Five (5) Passport size photos; to be submitted for documentation

Please sign on each page of enclosed copy of this letter and return it by **14-Mar-23** to indicate your acceptance of this offer, as after this date offer will stand null and void. Alternatively, you may send your acceptance by email. A formal Appointment letter will be issued within 7 (seven) days of your joining with us.

We are looking forward to welcome you on board!

For, Satrix Information Security (P) Ltd.,



Dev Khatwa

Manager - Compliance and Audit

Additional role: Manager - HR & Administration

Candidate Acknowledgement: I accept the offer as outlined above.

Name: Deore Shital Manik

Date: 13/03/2023

Signature: _____





S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 6-3-2023

Mr. Endait Gaurav Vishwanath
Nimani , Panchvati Road Nashik - 3
Maharashtra

Subject: Offer letter for the post of “Software-Test Engineer”

Dear Endait Gaurav Vishwanath

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1] Software Test Engineer
- 2] Application Testing
- 3] Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23

Vaishnavi shewale



HR\RN\OFF\22-23\218

13-Mar-23

Pushpak Yogiraj Firake

Flat No 9-A, Shreya Towers,
Above Samraat Sweets, Rajeev Nagar,
Nasik, Maharashtra, India - 422009

Email id: pushpakfirake@gmail.com

Mobile no.: +91 880 639 3685

Subject: Job Offer

Dear Pushpak,

Congratulations!

We are pleased to offer you the position of “**Cybersecurity Associate - Managed Security Services**” with **Satrix Information Security (P) Ltd.** The compensation is discussed with you and this offer is in line with the same.

Security Operations Centre (SOC) will be operational for 24 hours, seven days a week, therefore you will be required to work in rotational shifts. Your working hours will be Nine (9) hours per day with one-hour break and you are scheduled to work Six (6) days a week including weekend & Holiday as per duty roster, however you may be required to work beyond and / or outside normal office hours as per business requirements.

Your base location will be **Floating** however, you may be required to relocate/travel as per project and business requirements, which could be anywhere in India and overseas.

We would like you to join us on **20-Mar-23** at **10.00 am**. Please report to the undersigned for documentation and orientation. If this date is not acceptable, please contact us immediately.

Upon acceptance of this offer, company will do necessary background/referral checks including but not limited to enquiries with your present employer. Employment as per this offer is subject to your referral check and being medically fit at the time of your joining.

You will be on probation for a period of **Six (6) Months** from the date of your joining and your employment shall be governed by the company’s human resources policies and procedures.

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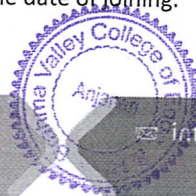
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1. Upon joining, immediately Technical Training will be initiated which will be for period of approximately 2 to 3 months. The total cost for this training is Rs. 2,00,000. Company do not charge employee for this training, but employee will be required to sign **Training Agreement** of Rs. 2 Lakh and for two (2) years with the company.
2. This training will include but not limited to hands on experience on dedicated demo environment & live like environment with shadowing under cybersecurity expert, Use cases and multiple log / incident management tools.
3. Cheque of Rs. 2,00,000 to be given by employee towards security at the time of joining. This cheque will not be encashed but kept with the company and same cheque will be handed over back to the respective employee after completion of two (2) years with us. The cheque will only be utilized upon breaching of Training Agreement of two years.
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5. Selected candidate is required to join Ahmedabad Office of Sattrix Information Security within 10 days of receipt of job offer.
6. Work in rotational shifts, weekends, holidays (appropriate comp-off will be provided as per company's policy)
7. Have ready passport or at least have done passport application.
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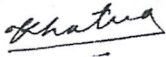
- Government issued Identity Proof (Aadhaar Card, PAN Card, Driving License, Passport)
- Address Proof (Light / Telephone / Gas Bill)
- Educational Certificates (Standard 10th onwards)
- Experience Proof (If applicable)
- Medical Fitness Certificate (from MBBS)

Also bring Five (5) Passport size photos; to be submitted for documentation

Please sign on each page of enclosed copy of this letter and return it by **14-Mar-23** to indicate your acceptance of this offer, as after this date offer will stand null and void. Alternatively, you may send your acceptance by email. A formal Appointment letter will be issued within 7 (seven) days of your joining with us.

We are looking forward to welcome you on board!

For, Sattrix Information Security (P) Ltd.,



Dev Khatwa

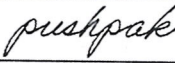
Manager - Compliance and Audit

Additional role: Manager - HR & Administration

Candidate Acknowledgement: I accept the offer as outlined above.

Name: Pushpak Yogiraj Firake

Date: 13/03/2023

Signature: 



SOFTCROWD TECHNOLOGIES

Changes for the Better
2nd Floor, Kaveri Sankul, Wakliwadi Corner, Ashok Stambh, Nashik 422 001.
Call us : 0253-4039847 www.softcrowdtechnologies.com

No.: 102

Date: 05 / 01 / 2023

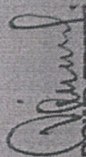
Received with thanks from Yashoda Gavit

the sum Rupees Five Thousand only

By Cash/Cheque/ Drafts No. _____

Towards : ADITI

Rs. 5000


SOFTCROWD TECHNOLOGIES

Note : The Receipt is valid subject to Realization of cheque / DD. Dishonored cheques will attract penalty charges as per bank rules.



17-Jun-2022

Kale Omkar Rajendara

Kharya Dhal, village/post-Khalap, Nashik,

Road, Devli, Nashik, Maharashtra, 423102

India

Appointment Letter for Fixed Tenure Post for Company Employee

Dear Omkar,

As per your application, we have pleasure in appointing you in our company as **Associate** - Ops w.e.f. **18-Jun-2022** on the following terms and conditions:

Nature of Post:

Your post is a tenure post for a fixed period. Initially you are appointed for a period of **valid** months i.e. **17-Dec-2024**

On expiry of the above tenure, your services will automatically end without any further notice or communication.

- 1. Place of work:** You are initially posted at **Nashik**.
- 2. Renewal of Tenure:** Depending upon the requirements of company and subject to your suitability to the job, your above tenure may be renewed in writing with mutual consent of both the parties on such terms as may be acceptable to both the parties.
- 3. Nature of Duties:** You will be required to render data processing services and another services incidental thereto or connected therewith.
- 4. Supervision & Control:** You will remain under the supervision and control of our company for the purpose of your transfer, promotion, revision in service conditions, overall performance of your work and termination from service etc. and the same will be decided by our company. However, you will also receive instructions for day to day performance of your duties from company's officers and you will abide by such instructions given by them.
- 5. Responsibilities:**
 1. While rendering data processing services, you must effectively, diligently and to the best of your ability perform all responsibilities implicit in the data processing job and you will ensure results. You will be expected to work extra hours to achieve the results whenever the job so requires.
 2. You will be required to engage yourself exclusively in the work assigned by the company and you will not take up any independent or individual assignment (whether same is part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent from our company.
 3. You will ensure that you will not directly or indirectly engage in any activity or have any interest in or perform any service for any person who is involved in activities which are or shall be in conflict with the interest of our company.
 4. Take the responsibility of achieving the targets and objectives given to you from time to time, in order to earn your salary and other benefits.

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

6. **Salary / Leaves:** Your total fixed pay salary will be **INR 1,89,732 (Indian Rupees One Lakh, Eighty Nine Thousand, Seven Hundred And Thirty Two Only)** per annum. A detailed stack-up of your compensation is attached herewith as Annexure. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
7. **Confidentiality:** The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use or divulge or disclose any such confidential information except as per required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).
8. **General:**
 1. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice.
 2. Please note that you are required to inform us if there are any agreements, oral or written which you have entered into and which relate to your commitment under this agreement.
 3. While in employment if you indulge in any act of misconduct, you may be suspended pending enquiry without salary.
 4. If during the tenure of your employment, if no work is available for any reason whatsoever you may be laid off without any salary or compensation.
 5. During the tenure you may be sent on deputation or transfer to any other office, location, factory etc of the company located anywhere in India (whether presently in existence or set up in future).
 6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer.
9. **Separation:** Notwithstanding what is stated hereinabove, if during the period of your working, your services are not found satisfactory, the same may be terminated with 24 hours' notice and without any extra compensation. Similarly, you will be at liberty to resign from the services by giving **60 days** advance notice. The Management can without notice or compensation terminate your services with immediate effect if you contravene any clauses of this Appointment or commit any acts detrimental to the company such as theft, fraud, dishonest, assault, threatening, etc., or any other acts.
10. **Handing Over of Charge:** On cessation of your employment, you will hand over charge to the company truthfully and sincerely and return all the documents or properties of company in your possession. In discharge of the above obligation, you will obtain a No-objection certificate from the company. On receipt of the above No-objection certificate, your full and final dues will be settled.
11. **Other Conditions:**
 1. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



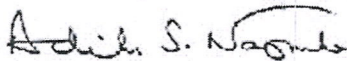
Accepted and Agreed

Candidate's Name & Signature

2. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
 3. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment.
 4. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.
12. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

Yours sincerely

For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature



HR\RN\OFF\22-23\258

13-Mar-23

Kapadnis Harshada Shantaram

Flat No 21 - B, Ruchi Towers,
Above Sheetal Sweets, Rai Nagar,
Nasik, Maharashtra, India - 422005

Email id: harshada.k@gmail.com

Mobile no.: +91 875 648 2648

Subject: Job Offer

Dear Harshada,

Congratulations!

We are pleased to offer you the position of “**Cybersecurity Associate - Managed Security Services**” with **Satrix Information Security (P) Ltd.** The compensation is discussed with you and this offer is in line with the same.

Security Operations Centre (SOC) will be operational for 24 hours, seven days a week, therefore you will be required to work in rotational shifts. Your working hours will be Nine (9) hours per day with one-hour break and you are scheduled to work Six (6) days a week including weekend & Holiday as per duty roster, however you may be required to work beyond and / or outside normal office hours as per business requirements.

Your base location will be **Floating** however, you may be required to relocate/travel as per project and business requirements, which could be anywhere in India and overseas.

We would like you to join us on **20-Mar-23** at **10.00 am**. Please report to the undersigned for documentation and orientation. If this date is not acceptable, please contact us immediately.

Upon acceptance of this offer, company will do necessary background/referral checks including but not limited to enquiries with your present employer. Employment as per this offer is subject to your referral check and being medically fit at the time of your joining.

You will be on probation for a period of **Six (6) Months** from the date of your joining and your employment shall be governed by the company’s human resources policies and procedures.

During the probation period, there will be periodical performance assessments of the learning objectives set at the beginning of the training program. On successful completion of the training programs, you will be finally reviewed on your overall performance and conduct. Based on your satisfactory meeting of the objectives, your employment shall be confirmed. But in Case of non-successful completion of training program due to Trainee’s fault or non-performance by the trainee in the assessment and evaluations program within the maximum time period of 6 months, will lead to termination of the employment with the Organization without notice with immediate effect.

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Document Version No. 4, w.e.f. 06-Mar-23



Page 1 of 3

By accepting this offer you agree that you:

- Endeavor to successfully complete the initial training
- Understand that, during the probation period, lack of success at any stage of the training program, or lack of acceptance / upon not clearing the evaluation assessment into a required course due to an inability to meet the minimum entrance requirements will be a valid reason for your removal from employment (Termination) & No salary will be paid out for the same duration.
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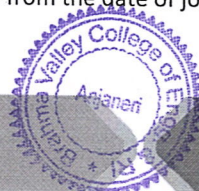
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By signing this offer letter, candidate is also sharing his/her acknowledgement on below listed conditions.

1. Post completion of training, company can deploy employee anywhere PAN India / Overseas as per the project location.
1. Upon joining, immediately Technical Training will be initiated which will be for period of approximately 2 to 3 months. The total cost for this training is Rs. 2,00,000. Company do not charge employee for this training, but employee will be required to sign **Training Agreement** of Rs. 2 Lakh and for two (2) years with the company.
2. This training will include but not limited to hands on experience on dedicated demo environment & live like environment with shadowing under cybersecurity expert, Use cases and multiple log / incident management tools.
3. Cheque of Rs. 2,00,000 to be given by employee towards security at the time of joining. This cheque will not be encashed but kept with the company and same cheque will be handed over back to the respective employee after completion of two (2) years with us. The cheque will only be utilized upon breaching of Training Agreement of two years.
4. Employee is required to submit Original LC, HSC Marksheet, HSC Passing Certificate and Final Year Certificate (as and when received) to the company on the day of joining – The same will be returned by the company post completion of continuous two (2) years of services from the date of joining.



5. Selected candidate is required to join Ahmedabad Office of Satrix Information Security within 10 days of receipt of job offer.
6. Work in rotational shifts, weekends, holidays (appropriate comp-off will be provided as per company's policy)
7. Have ready passport or at least have done passport application.
8. Ready to learn new technologies and take the ownership of the responsibility given.

On the date of your joining, you are requested to bring the following documents (Photocopy along with the originals for verification):

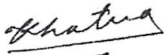
- Government issued Identity Proof (Aadhaar Card, PAN Card, Driving License, Passport)
- Address Proof (Light / Telephone / Gas Bill)
- Educational Certificates (Standard 10th onwards)
- Experience Proof (If applicable)
- Medical Fitness Certificate (from MBBS)

Also bring Five (5) Passport size photos; to be submitted for documentation

Please sign on each page of enclosed copy of this letter and return it by **14-Mar-23** to indicate your acceptance of this offer, as after this date offer will stand null and void. Alternatively, you may send your acceptance by email. A formal Appointment letter will be issued within 7 (seven) days of your joining with us.

We are looking forward to welcome you on board!

For, Satrix Information Security (P) Ltd.,



Dev Khatwa

Manager - Compliance and Audit

Additional role: Manager - HR & Administration

Candidate Acknowledgement: I accept the offer as outlined above.

Name: Kapadnis Harshada Shantaram

Date: 13/03/2023

Signature: _____





S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 6-3-2023

Ms. Kapse Vaishali Valu
Nashik Road, Nashik
Maharashtra

Subject: Offer letter for the post of "Software-Test Engineer"

Dear Kapse Vaishali Valu

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1] Software Test Engineer
- 2] Application Testing
- 3] Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)



Lalit
26/03/23

Vaishali Shewale

17-Jun-2022

Kasar Rushikesh Pramod
Kalni Nagar , Deolali, Nashik,
Maharashtra, 423101 India

Appointment Letter for Fixed Tenure Post for Company Employee

Dear Rushikesh,

As per your application, we have pleasure in appointing you in our company as **Associate - Ops** w.e.f. **18-Jun-2022** on the following terms and conditions:

Nature of Post:

Your post is a tenure post for a fixed period. Initially you are appointed for a period of **valid** months i.e. **17-Dec-2024**

On expiry of the above tenure, your services will automatically end without any further notice or communication.

- 1. Place of work:** You are initially posted at **Nashik**.
- 2. Renewal of Tenure:** Depending upon the requirements of company and subject to your suitability to the job, your above tenure may be renewed in writing with mutual consent of both the parties on such terms as may be acceptable to both the parties.
- 3. Nature of Duties:** You will be required to render data processing services and another services incidental thereto or connected therewith.
- 4. Supervision & Control:** You will remain under the supervision and control of our company for the purpose of your transfer, promotion, revision in service conditions, overall performance of your work and termination from service etc. and the same will be decided by our company. However, you will also receive instructions for day to day performance of your duties from company's officers and you will abide by such instructions given by them.
- 5. Responsibilities:**
 1. While rendering data processing services, you must effectively, diligently and to the best of your ability perform all responsibilities implicit in the data processing job and you will ensure results. You will be expected to work extra hours to achieve the results whenever the job so requires.
 2. You will be required to engage yourself exclusively in the work assigned by the company and you will not take up any independent or individual assignment (whether same is part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent from our company.
 3. You will ensure that you will not directly or indirectly engage in any activity or have any interest in or perform any service for any person who is involved in activities which are or shall be in conflict with the interest of our company.
 4. Take the responsibility of achieving the targets and objectives given to you from time to time, in order to earn your salary and other benefits.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

6. **Salary / Leaves:** Your total fixed pay salary will be **INR 1,89,732 (Indian Rupees One Lakh, Eighty Nine Thousand, Seven Hundred And Thirty Two Only)** per annum. A detailed stack-up of your compensation is attached herewith as Annexure. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
7. **Confidentiality:** The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use or divulge or disclose any such confidential information except as per required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).
8. **General:**
 1. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice.
 2. Please note that you are required to inform us if there are any agreements, oral or written which you have entered into and which relate to your commitment under this agreement.
 3. While in employment if you indulge in any act of misconduct, you may be suspended pending enquiry without salary.
 4. If during the tenure of your employment, if no work is available for any reason whatsoever you may be laid off without any salary or compensation.
 5. During the tenure you may be sent on deputation or transfer to any other office, location, factory etc of the company located anywhere in India (whether presently in existence or set up in future).
 6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer.
9. **Separation:** Notwithstanding what is stated hereinabove, if during the period of your working, your services are not found satisfactory, the same may be terminated with 24 hours' notice and without any extra compensation. Similarly, you will be at liberty to resign from the services by giving **60 days** advance notice. The Management can without notice or compensation terminate your services with immediate effect if you contravene any clauses of this Appointment or commit any acts detrimental to the company such as theft, fraud, dishonest, assault, threatening, etc., or any other acts.
10. **Handing Over of Charge:** On cessation of your employment, you will hand over charge to the company truthfully and sincerely and return all the documents or properties of company in your possession. In discharge of the above obligation, you will obtain a No-objection certificate from the company. On receipt of the above No-objection certificate, your full and final dues will be settled.
11. **Other Conditions:**
 1. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

2. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
 3. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment.
 4. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.
12. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

Yours sincerely

For WNS Global Services Pvt. Ltd.

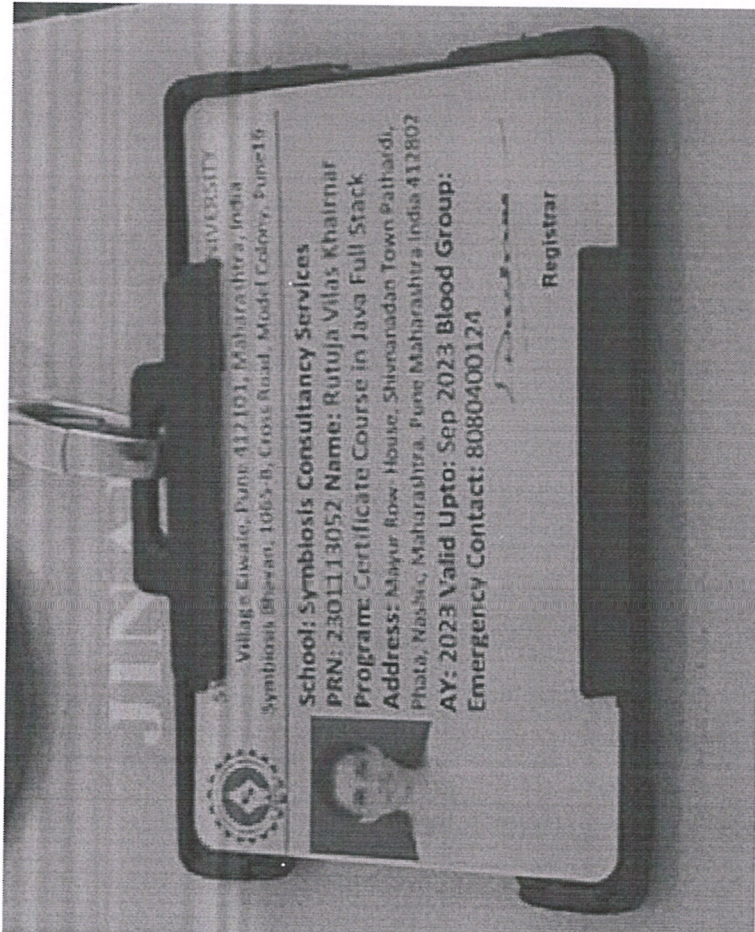
Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature



Khalane Yogesh Sunil

Flat No 13 - B, Suchi Towers, Nr
Meetal Sweets, Mai Nagar, Nasik,
Maharastra, India - 422002

Email id: k.yogesh@gmail.com

Mobile no.: +91 984 688 1643

Subject: Job Offer

Dear Yogesh,

Congratulations!

We are pleased to offer you the position of “**Cybersecurity Associate - Managed Security Services**” with **Satrix Information Security (P) Ltd.** The compensation is discussed with you and this offer is in line with the same.

Security Operations Centre (SOC) will be operational for 24 hours, seven days a week, therefore you will be required to work in rotational shifts. Your working hours will be Nine (9) hours per day with one-hour break and you are scheduled to work Six (6) days a week including weekend & Holiday as per duty roster, however you may be required to work beyond and / or outside normal office hours as per business requirements.

Your base location will be **Floating** however, you may be required to relocate/travel as per project and business requirements, which could be anywhere in India and overseas.

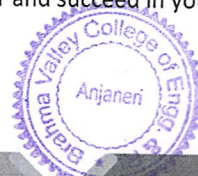
We would like you to join us on **20-Mar-23** at **10.00 am**. Please report to the undersigned for documentation and orientation. If this date is not acceptable, please contact us immediately.

Upon acceptance of this offer, company will do necessary background/referral checks including but not limited to enquiries with your present employer. Employment as per this offer is subject to your referral check and being medically fit at the time of your joining.

You will be on probation for a period of **Six (6) Months** from the date of your joining and your employment shall be governed by the company's human resources policies and procedures.

During the probation period, there will be periodical performance assessments of the learning objectives set at the beginning of the training program. On successful completion of the training programs, you will be finally reviewed on your overall performance and conduct. Based on your satisfactory meeting of the objectives, your employment shall be confirmed. But in Case of non-successful completion of training program due to Trainee's fault or non-performance by the trainee in the assessment and evaluations program within the maximum time period of 6 months, will lead to termination of the employment with the Organization without notice with immediate effect.

Satrix firmly believes in meeting the career aspirations of its employees. The organization will provide you with suitable training, counselling and necessary support to prepare you to enter and succeed in your roles and responsibilities.



By accepting this offer you agree that you:

- Endeavor to successfully complete the initial training
- Understand that, during the probation period, lack of success at any stage of the training program, or lack of acceptance / upon not clearing the evaluation assessment into a required course due to an inability to meet the minimum entrance requirements will be a valid reason for your removal from employment (Termination) & No salary will be paid out for the same duration.
- You will be required to pass/clear all allocated trainings within stipulated time. In case of failure in passing/clearance of training you may be given more than 1 attempt for reassessment /testing which will be in accordance with individual course training guideline. In case of not passing the required level of expertise from first attempt, you will be offered to go for next attempt (based on course training guideline only), so the duration from giving the first attempt (in case of not clearing it) till finally clearing / passing it, this duration will be treated as Preparation downtime, and duration of Preparation downtime will be non-paid days, as these days are giving to individual's for self-skill enhancement which in line with the job profile.
- Salary will be calculated and paid to employee only after clearance / passing of all fresher training courses. Employee will be enrolled in regular payroll cycle post completion of all fresher training courses and submission of all original documents as mentioned in the next sections of this offer letter. It is mandatory to pass the allotted assessments of all fresher training courses to get eligible for the payment of training days.
- Salary for the complete training duration will be paid / released upon meeting the above conditions.

Salary for the Training days will be calculated as per the below formula:

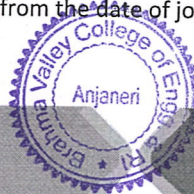
Total Monthly Salary / Total Calendar Days * Actual Training Effective Days

Actual Training Days = Standard training completion timeline (days) defined in individual course guideline. No training downtime is included in these days.

- Employee will take responsibility for gaining the skills required to fulfil the roles and responsibilities of the target position.
- Fresher training is divided into multiple training courses, and it is individuals' responsibility and mandatory by the organization to clear all the training within stipulated time period.
- The whole course and the assessment needs to be cleared within the time frame. If in case certain courses / assessment not cleared out of the bunch within the time limit will lead to termination of employment without any payment eligibility.
- Agree to sign the Training Agreement, which also includes service condition / term (serve Satrix for a minimum period of two (2) years)

By signing this offer letter, candidate is also sharing his/her acknowledgement on below listed conditions.

1. Post completion of training, company can deploy employee anywhere PAN India / Overseas as per the project location.
1. Upon joining, immediately Technical Training will be initiated which will be for period of approximately 2 to 3 months. The total cost for this training is Rs. 2,00,000. Company do not charge employee for this training, but employee will be required to sign **Training Agreement** of Rs. 2 Lakh and for two (2) years with the company.
2. This training will include but not limited to hands on experience on dedicated demo environment & live like environment with shadowing under cybersecurity expert, Use cases and multiple log / incident management tools.
3. Cheque of Rs. 2,00,000 to be given by employee towards security at the time of joining. This cheque will not be encashed but kept with the company and same cheque will be handed over back to the respective employee after completion of two (2) years with us. The cheque will only be utilized upon breaching of Training Agreement of two years.
4. Employee is required to submit Original LC, HSC Marksheet, HSC Passing Certificate and Final Year Certificate (as and when received) to the company on the day of joining – The same will be returned by the company post completion of continuous two (2) years of services from the date of joining.



5. Selected candidate is required to join Ahmedabad Office of Satrix Information Security within 10 days of receipt of job offer.
6. Work in rotational shifts, weekends, holidays (appropriate comp-off will be provided as per company's policy)
7. Have ready passport or at least have done passport application.
8. Ready to learn new technologies and take the ownership of the responsibility given.

On the date of your joining, you are requested to bring the following documents (Photocopy along with the originals for verification):

- Government issued Identity Proof (Aadhaar Card, PAN Card, Driving License, Passport)
- Address Proof (Light / Telephone / Gas Bill)
- Educational Certificates (Standard 10th onwards)
- Experience Proof (If applicable)
- Medical Fitness Certificate (from MBBS)

Also bring Five (5) Passport size photos; to be submitted for documentation

Please sign on each page of enclosed copy of this letter and return it by **14-Mar-23** to indicate your acceptance of this offer, as after this date offer will stand null and void. Alternatively, you may send your acceptance by email. A formal Appointment letter will be issued within 7 (seven) days of your joining with us.

We are looking forward to welcome you on board!

For, Satrix Information Security (P) Ltd.,



Dev Khatwa

Manager - Compliance and Audit

Additional role: Manager - HR & Administration

Candidate Acknowledgement: I accept the offer as outlined above.

Name: Khalane Yogesh Sunil

Date: 13/03/2023

Signature: _____





Ref. : Kiya.Ai/Offer/7737/21-22/7738

Date : March 15, 2022

Ms Khandare Bhavana Rajesh

Near Nasik Road Railway Station, Vitthal Mandir, Bhor mala, Plot No. 3. Nashikroad Nashik 422101
Maharashtra

Dear Khandare Bhavana Rajesh,

Sub: Letter of Offer

With reference to your application and the subsequent discussions that we had, We are pleased to offer you a position with us, we take pleasure in confirming our offer to you as follows:

Designation : Associate Consultant

Grade : B

Compensation : You shall be entitled to an all inclusive annual gross compensation of Rs. 350000/- (Rs. Three Lakh Fifty Thousand Only) per annum enclosed in Annexure-I providing details of your annual gross compensation along with the terms & conditions. The Compensation structure is subject to change from time to time.

Expected Date of joining : Not later than - March 21, 2022

Job Location : Pune

Probation : You will be on probation for a period of upto six months and would be confirmed upon successful feedback of your probation based on your performance.

On successful completion of joining formalities, you would be issued a formal appointment letter within 7 days from your date of joining. The appointment letter would provide you details on your compensation & the terms and conditions of employment.

Undertakings:

- A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your

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personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.

- B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present, prior to you accepting this offer.
- C) You undertake that you have not been involved with drug abuse or have not been suffering problems with alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior you accepting this offer.

Enclosed is our "Confidentiality & Non-Disclosure, Non-Solicitation, Non-Compete and Limitation of Liability Agreement" with the company. This agreement is an integral part of our offer letter and you are bound to the undertakings of the same even before joining the company, if you are accessing any internal information about the company or made privy to the same.

This offer is valid, subject to:

- a. No adverse change in business plans of the company
- b. The above undertakings proven true on accepting the offer & during the tenure of your association with the company
- c. All details furnished by you being proven true.
- d. Satisfactory medical fitness certificate provided by you
- e. Clearance of your Background Verification (includes Identity, Education, Employment, Criminal Court, Address & Global Database Check) from our contract agency.

Kindly confirm your acceptance by signing the duplicate of this letter.

Thanking you,

Yours sincerely,

For Infracsoft Technologies Limited


Sonali Bhave
Global Head - Human Resources

Received & Accepted

Khandare Bhavana Rajesh
Date: March 15, 2022

UNDERTAKING:

I confirm that I have read & understood the above terms & conditions of offer and accept the same. I will join on or before March 21, 2022, failing which this offer stands terminated and Infracsoft Technologies Limited (Rebranded as Kiya.ai) would bear no liability of any nature whatsoever towards me.

Khandare Bhavana Rajesh
Date: March 15, 2022

Encl: Annexure I: Cost to Company Sheet



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Annexure II: List of documents for submission

Documents for Joining (Self-attested photo copy required)

1. Seven recent formal White background passport sized photographs
2. Standard X & XII OR Equivalent mark sheets & certificates
3. Degree/Graduate OR Equivalent mark sheets for all semesters, certificates, convocation certificates
4. Postgraduate OR Equivalent mark sheets for all semesters, certificates, convocation certificates
5. Letter from University for Medium of Instruction (Letter from the university that the Graduate & Postgraduate [wherever applicable] degree was taught in English)
6. Certificates for any technical or professional courses undertaken / any training programs undertaken & completed
7. Resignation Acceptance Letter / Relieving letter from the immediate previous employer
8. Experience letter/Service Certificate mentioning period of employment for all previous employers
9. Authenticated Provisional Form 16/TDS certificate of current Financial year or detailed salary certificate from immediate previous employer
10. Medical certificate of fitness
11. PAN card
12. Passport
13. Aadhaar Card/Aadhaar Enrollment card

Documents for KYC for Provident Fund (Self-attested photo copy required)

1. Cancelled cheque leaf mentioning your name, Bank account no. and IFSC code (You can provide cheque leaf for salary or non salary saving bank account)
2. PAN card
3. Aadhaar card

Please note that all the above documents are required to be submitted in original for verification and the same shall be returned to you immediately.



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S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 7-3-2023

Mr. Lade Sanket Satish
Takli Road, Nashik
Maharashtra

Subject: Offer letter for the post of “Software-Test Engineer”

Dear Lade Sanket Satish

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1] Software Test Engineer
- 2] Application Testing
- 3] Backend Support

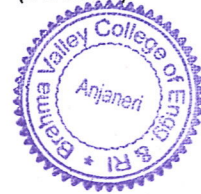
Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23



Vaishnavi Shewale



CERTIFICATE OF COMPLETION

Presented to

Prajakta Jagannath Laute

For successfully completing a free online course

.NET OOPS

Provided by

Great Learning Academy

(On March 2023)

To verify this certificate visit verify.mygreatlearning.com/EKASTCWG



17-Jun-2022

Mahale Jyoti Vasant

Kharya Dhal, village/post-Khalap, Deola,

Deola, Devli, Nashik, Maharashtra, 423102

India

Appointment Letter for Fixed Tenure Post for Company Employee

Dear Jyoti,

As per your application, we have pleasure in appointing you in our company as **Associate** - Ops w.e.f. **18-Jun-2022** on the following terms and conditions:

Nature of Post:

Your post is a tenure post for a fixed period. Initially you are appointed for a period of **valid** months i.e. **17-Dec-2024**

On expiry of the above tenure, your services will automatically end without any further notice or communication.

- 1. Place of work:** You are initially posted at **Nashik**.
- 2. Renewal of Tenure:** Depending upon the requirements of company and subject to your suitability to the job, your above tenure may be renewed in writing with mutual consent of both the parties on such terms as may be acceptable to both the parties.
- 3. Nature of Duties:** You will be required to render data processing services and another services incidental thereto or connected therewith.
- 4. Supervision & Control:** You will remain under the supervision and control of our company for the purpose of your transfer, promotion, revision in service conditions, overall performance of your work and termination from service etc. and the same will be decided by our company. However, you will also receive instructions for day to day performance of your duties from company's officers and you will abide by such instructions given by them.
- 5. Responsibilities:**
 1. While rendering data processing services, you must effectively, diligently and to the best of your ability perform all responsibilities implicit in the data processing job and you will ensure results. You will be expected to work extra hours to achieve the results whenever the job so requires.
 2. You will be required to engage yourself exclusively in the work assigned by the company and you will not take up any independent or individual assignment (whether same is part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent from our company.
 3. You will ensure that you will not directly or indirectly engage in any activity or have any interest in or perform any service for any person who is involved in activities which are or shall be in conflict with the interest of our company.
 4. Take the responsibility of achieving the targets and objectives given to you from time to time, in order to earn your salary and other benefits.

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature

6. **Salary / Leaves:** Your total fixed pay salary will be **INR 1,89,732 (Indian Rupees One Lakh, Eighty Nine Thousand, Seven Hundred And Thirty Two Only)** per annum. A detailed stack-up of your compensation is attached herewith as Annexure. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
7. **Confidentiality:** The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use or divulge or disclose any such confidential information except as per required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).
8. **General:**
 1. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice.
 2. Please note that you are required to inform us if there are any agreements, oral or written which you have entered into and which relate to your commitment under this agreement.
 3. While in employment if you indulge in any act of misconduct, you may be suspended pending enquiry without salary.
 4. If during the tenure of your employment, if no work is available for any reason whatsoever you may be laid off without any salary or compensation.
 5. During the tenure you may be sent on deputation or transfer to any other office, location, factory etc of the company located anywhere in India (whether presently in existence or set up in future).
 6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer.
9. **Separation:** Notwithstanding what is stated hereinabove, if during the period of your working, your services are not found satisfactory, the same may be terminated with 24 hours' notice and without any extra compensation. Similarly, you will be at liberty to resign from the services by giving **60 days** advance notice. The Management can without notice or compensation terminate your services with immediate effect if you contravene any clauses of this Appointment or commit any acts detrimental to the company such as theft, fraud, dishonest, assault, threatening, etc., or any other acts.
10. **Handing Over of Charge:** On cessation of your employment, you will hand over charge to the company truthfully and sincerely and return all the documents or properties of company in your possession. In discharge of the above obligation, you will obtain a No-objection certificate from the company. On receipt of the above No-objection certificate, your full and final dues will be settled.
11. **Other Conditions:**
 1. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice.

For WNS Global Services Pvt. Ltd.

Adil S. Nargolwala

Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



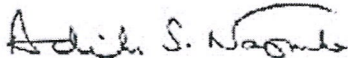
Accepted and Agreed

Candidate's Name & Signature

2. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
 3. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment.
 4. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice.
Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.
12. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

Yours sincerely

For WNS Global Services Pvt. Ltd.



Adil S Nargolwala
Corporate VP – HR
Head Talent Acquisition Group



Accepted and Agreed

Candidate's Name & Signature



S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 7-3-2023

Mr. More Deepak Jitendra
Tapovan Road, Nashik
Maharashtra

Subject: Offer letter for the post of “Software-Test Engineer”

Dear More Deepak Jitendra

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1] Software Test Engineer
- 2] Application Testing
- 3] Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23



Vaishnavi shewate

DATAMATICS

To

Ms. Rupali Sanjay Nikam,
S/O Sanajay Nikam, Deep Pratik Apartment Flat No-04, ITI Ambad link Road,
Kamatawade Wavare Nagar Trimurti Chowk Nashik,
Nashik-422008.

11 October 2021

Dear Rupali,

Congratulations!

Further to your application dated October 11, 2021 for admission as "Trainee" under "Employment Promotion Programme" in Insurance Process Management. We are pleased to admit you into this training course with effect from October 11, 2021 to April 09, 2022. We wish that this training would provide you an opportunity to build a challenging and rewarding career in the fast growing Business Process Outsourcing Industry.

This training course will adopt various types of training methodologies such as classroom training, on-the-job training, assignment/ project based training etc. During your training period, your performance shall be periodically reviewed and for that purpose you will be required to appear for tests, submit project reports/ assignments from time to time and may be required to travel to our other locations/ centres/ offices, as may be considered necessary. The decision of the Company with regard to your performance in the training course shall be final. You shall be awarded a certificate on successful completion of the course.

While under training, you will be eligible for a training stipend of Rupees 7000/- (Rupees Seven Thousand Only) per month basis attendance and shall not be entitled to any other allowance and/or benefits as may be applicable to employees of the Company.

You are required to sign a 'Non-Disclosure Agreement' with the Company before commencement of the training. This is to ensure that all the proprietary information, documents, literature, invention obtained/made during your training tenure with the Company, will not be utilized by you at any point of time to undermine the interest of the Company. Your training will be terminable by giving written notice of 15 days or stipend in lieu thereof, by either side.

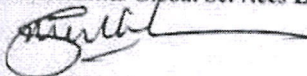
This is not an offer and/or appointment letter of employment and should not be construed as such in any manner. This letter is for your internship only.

If you are agreeable to the above terms, please sign and return the duplicate copy of this letter.

Thanking you and assuring you of a great learning experience.

Yours truly,

For Datamatics Global Services Limited.,



Sanjay Mulkikar,
Associate Vice President & Head HR, Nashik.

I agree and accept internship under EPP as a trainee, voluntarily and without any undue influence, on the terms and conditions mentioned in the above letter and will report for training on _____

Signature: _____ Date: _____



DATAMATICS GLOBAL SERVICES LIMITED

Regd. office: Knowledge Centre, Plot 58, Street No. 17, MIDC, Andheri (East), Mumbai - 400093, INDIA

Branch Office: Suyojit Datamatics Knowledge Center, Nashik Mumbai Agra Highway, Nashik - 422 009, Maharashtra, INDIA

| Tel: +91 (253) 610 2222 | Fax: +91 (253) 610 2271 | CIN : L72200MH1987PLC045205 | www.datamatics.com



S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 7-3-2023

Ms. Parve Bhagyalaxmi Kailas
Shinde Palse MIDC, Nashik
Maharashtra

Subject: Offer letter for the post of "Software-Test Engineer"

Dear Parve Bhagyalaxmi Kailas

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1) Software Test Engineer
- 2) Application Testing
- 3) Backend Support

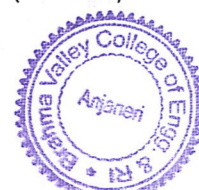
Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

S&L EATOZ FOODS DELIVERY PVT LTD offers a comprehensive benefits package. We encourage you to review this package and reach out to our HR department if you have any questions. As a condition of employment, you will be required to sign our company's standard confidentiality and non-disclosure agreement.

Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23

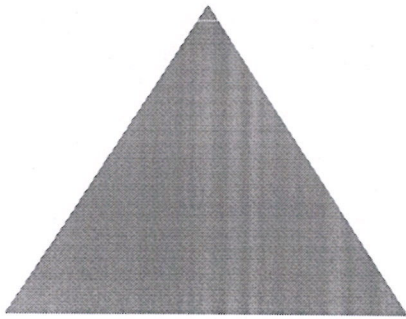


Vaishnavi Shewate
Vaishnavi shewate

EXL



Certificate of Achievement



This certificate is awarded to
GAYATRI VASANT PATIL

for successfully completing the
EXL - Certified Java Full Stack
conducted by EXL, CCDT & EduBridge

on this04.... day ofFeb..... , ...2023....

Handwritten signature of Satyajit Gupta in black ink.

.....
Satyajit Gupta
VP, Asst. General Counsel and
Head of India Legal & CSR
EXL

Handwritten signature of Girish Singhania in black ink.

.....
Girish Singhania
CEO
EduBridge India



24th April, 2023

To,

Ms. Patil Rekha Dhanraj,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Rekha,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as **Web Developer**.
2. You will operate from our Pune office.
3. Your employment starts from 24th April, 2023.
4. Your cost to company would be as follows:

CTC of Rs. 3,70,000 (Three lac seventy thousand only) and the detailed break-up of the same is attached along with offer letter.

5. You and your family (Self +Spouse+ 2 Children) would be covered under health insurance scheme for sum insured of INR 3 lacs. 25% of the premium would contribute from your salary.
6. You will be on probation for 6 months from the date of joining. The company may in its sole discretion extend your probation period based on your performance or other factors as the company may deem fit.
7. If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation. Also, any of your action which is not in interest of the company or client would also lead to removal from employment without any compensation.
8. Upon joining the company you are required to execute a non-compete and confidentiality undertaking which along with this offer of appointment, will govern the terms of your employment with the company.
9. Your service can be terminated by either side by giving 30 days' notice or payment of 30 days salary in lieu thereof during probation period and 3 months' notice or payment of 3 months' salary in lieu thereof after probation period.
10. Absence for a continued period of 5 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 5 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. While working with client, your leave calendar would be same as that of client.
11. As part of the joining process, you are required to submit copies of all your educational certificates, experience and relieving letters of your previous employments, latest salary slips / certificates of your last s Employment, copy of your residential address, copy of your photo identity and two passport size photographs.



June 30, 2022

HRD/3T/1003428110/22-23

Ms. Shivali Patil
N-34/S-2/20/1/3 Near Sai Mandir,
Ranenagar, Swami Vivekanand Nagar,
Nashik-422009
India

Ph: +91-7709252371

Dear Shivali,

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



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

HRD/1003428110/22-23

Ms. Shivali Patil
N-34/S-2/20/1/3 Near Sai Mandir,
Rananager, Swami Vivekanand Nagar,
Nashik-422009
India

Ph: +91-7709252371

Dear Shivali,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("**Offer Letter**" hereinafter).

"**Affiliates**" means any entity that controls, is controlled by, or is under common control with the Company.

"**Company**" refers to Infosys Limited.

"**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**" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **15-Sep-2022**.

Location

Your location for employment is **MYSORE, India** .

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 Letter, hereby give your irrevocable consent to the above.



24th April, 2023

To,

Ms. Pawar Vrushali Shankar,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Vrushali,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as Web Developer.
2. You will operate from our Pune office.
3. Your employment starts from 24th April, 2023.
4. Your cost to company would be as follows:

CTC of Rs. 3,70,000 (Three lac seventy thousand only) and the detailed break-up of the same is attached along with offer letter.

5. You and your family (Self +Spouse+ 2 Children) would be covered under health insurance scheme for sum insured of INR 3 lacs. 25% of the premium would contribute from your salary.
6. You will be on probation for 6 months from the date of joining. The company may in its sole discretion extend your probation period based on your performance or other factors as the company may deem fit.
7. If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation. Also, any of your action which is not in interest of the company or client would also lead to removal from employment without any compensation.
8. Upon joining the company you are required to execute a non-compete and confidentiality undertaking which along with this offer of appointment, will govern the terms of your employment with the company.
9. Your service can be terminated by either side by giving 30 days' notice or payment of 30 days salary in lieu thereof during probation period and 3 months' notice or payment of 3 months' salary in lieu thereof after probation period.
10. Absence for a continued period of 5 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 5 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. While working with client, your leave calendar would be same as that of client.
11. As part of the joining process, you are required to submit copies of all your educational certificates, experience and relieving letters of your previous employments, latest salary slips / certificates of your last s Employment, copy of your residential address, copy of your photo identity and two passport size photographs.



24th April, 2023

To,

Ms. Ramraje Chirag Satishbhai,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Chirag,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as Web Developer.
2. You will operate from our Pune office.
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7. If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation. Also, any of your action which is not in interest of the company or client would also lead to removal from employment without any compensation.
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24th April, 2023

To,

Mr. Saish Nilesh Wagh,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Saish,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as **Web Developer**.
2. You will operate from our Pune office.
3. Your employment starts from 24th April, 2023.
4. Your cost to company would be as follows:

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S&L EATOZ FOODS DELIVERY PVT LTD
(CIN-U56291MH2023PTC400562)

C-13, 1st Floor, Sethi Plaza, Opp. Kalika Mandir,
Old Agra Road, Nashik – 422002

Mobile: 9372292229, Email: eatoznashik@gmail.com

Date: 6-3-2023

Ms. Vaishnavi Pramod Shewale
C-4 Maitr Pushp APT,
Hanumanwadi Panchavati,
Nashik-3 Maharashtra

Subject: Offer letter for the post of “Software-Test Engineer”

Dear Vaishnavi Pramod Shewale,

We are pleased to offer you the position of Software Test Engineer at **S&L EATOZ FOODS DELIVERY PVT LTD**. We are excited to have you join our team and are confident that your skills and experience will be a valuable asset to our organization. Your employment will commence on 08-Mar-23 and will be on a Full-Time basis 10:00 A.M. to 07:00 P.M. You will be reporting to Mr Lalitkumar Nahar in the HR department. As a Software Test Engineer, you will be responsible for the following duties:

Job Responsibilities.

- 1] Software Test Engineer
- 2] Application Testing
- 3] Backend Support

Your starting salary will be 180000/- (One Lacks Eighty Thousand only per Annum). You will be eligible for a performance-based review after Six months, during which your salary will be reviewed.

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Please indicate your acceptance of this offer by signing and returning a copy of this letter no later than 10-03-23. If you have any questions or concerns, please do not hesitate to reach out to us. We are looking forward to your positive response and to having you as a part of our team.

Sincerely,
S & L Eatoz Foods Delivery Pvt. Ltd.
C-13, First Floor, Sethi Plaza,
Opp. Kalika Mandir,
Old Agra Road, Nashik
(Mr. Lalitkumar Nahar)
(Director)

Lalit
26/03/23

Vaishnavi Shewale



Sr.No: 435986262

TheKiranAcademy

Hereby confers upon

Vaishnavi Shewale

has successfully completed

Testing (Java, Selenium, Manual Testing)
course at the The Kiran Academy

from 06/07/22 to 05/12/22

This certificate is given on **05/12/22**



Co-founder & MD

Java By Kiran, 4th Floor, Park Plaza, Above Birla Super Market, Near State Bank nagar, Karve Nagar Pune, Maharashtra. Area Pin-Code 411052, +918388809416



24th April, 2023

To,

Mr. Shinde Shubham Kaduba,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Shubham,

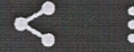
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(This letter also confirms your appointment in Acclivis)

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9. Your service can be terminated by either side by giving 30 days' notice or payment of 30 days salary in lieu thereof during probation period and 3 months' notice or payment of 3 months' salary in lieu thereof after probation period.
10. Absence for a continued period of 5 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 5 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. While working with client, your leave calendar would be same as that of client.
11. As part of the joining process, you are required to submit copies of all your educational certificates, experience and relieving letters of your previous employments, latest salary slips / certificates of your last s Employment, copy of your residential address, copy of your photo identity and two passport size photographs.





Continue

**Indian-Non Judicial Stamp
Haryana Government**

Date : 03/05/2022

Certificate No. G0C2022E1167 Stamp Duty Paid : ₹ 101
GRN No. 90001397 Penalty : ₹ 0

Seller / First Party Detail

Name: Quantumbit technologies Pvt ltd
H.No/Floor: Nil Sector/Ward: 48 LandMark: Sohna road
City/Village: Gurgaon District: Gurgaon State: Haryana
Phone: 97*****29

Buyer / Second Party Detail

Name: Student
H.No/Floor: Nil Sector/Ward: Nil LandMark: Nil
City/Village: Nil District: Nil State: Nil
Phone: 99*****99

Purpose: E stamp paper for General Agreement purpose

The authenticity of this document can be verified by scanning this QR Code Through smart phone or on the website <https://grashy.nic.in>

INCOME SHARING AGREEMENT (ISA)

This agreement ("Agreement" or "ISA") is executed on this 3rd (date) of May, 2022 ("Effective Date") by and between:

By and Between:

QUANTUMBIT TECHNOLOGIES PRIVATE LIMITED, a private limited company within the meaning and provisions of the Companies Act, 2013, and having its registered office at T5-403, Phase 03, Sector 48, Sohna Road, Gurgaon, Haryana, India - 122018, bearing corporate identity number U50100HR2020PTC085400 (hereinafter referred to as the "Company" or the "First Party", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns);

AND

Shubham Kaduba Shinde, (an individual) - bearing permanent account number IZEP209061, phone number 9230341576, an Indian citizen and residing at (government address) S-13 of the Shinde, Hill Postage, Pathankot, Jalandhar, Jalandhar, Punjab, India - 143018, bearing corporate identity number U50100HR2020PTC085400 (hereinafter referred to as the "Participant" or "Second Party", which expression, unless it be repugnant to the context or meaning thereof, shall be deemed to mean and include all its successors and permitted assigns);

Each of the Company, Participant are hereinafter individually referred to as a "Party", and collectively referred to as the "Parties".

WHEREAS:

- A. The Company is engaged in the business of providing educational training in the field of software development and helping Participants avail financial assistance for the same ("Business").
- B. The Participant has expressed his/her desire to enrol himself/herself into the training Program (as defined below) offered by the Company.
- C. In consideration for the enrolment process into the Program, the Participant irrevocably agrees to pay the Program Fee to the Company in accordance with the terms and conditions of this Agreement.
- D. The Parties have agreed that this Agreement is not a loan or other credit instrument. This Agreement represents the Participant's obligation to make payments linked to a specific percentage of his/her income after joining full-time employment.

THIS IS A LEGAL CONTRACT. READ IT CAREFULLY BEFORE SIGNING.

Signed and accepted on behalf of the Company	Signed and accepted by the Participant
 For Quantumbit Technologies Private Limited Director	

1. DEFINITIONS AND INTERPRETATION

1.1 Capitalised terms not otherwise defined herein have meaning as set forth in Annexure 1.

2. TERM AND TERMINATION

2.1 This Agreement shall come into effect from the Effective Date of signing and shall be automatically terminated by the Company as per the terms set forth under Clause 6-1 (Payment Satisfaction).

3. PROGRAM FEE

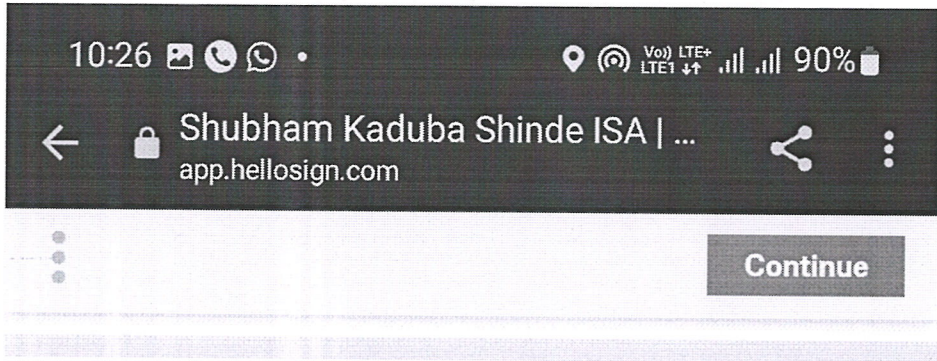
3.1 The Participant agrees to pay the Program Fee after joining the Job by way of Income Share or Prepayment to the Company as below:

Total Annual Gross CTC	Fee to be paid
Greater than or Equal to INR 5,00,000	INR 2,00,000 + 18% GST = INR 2,36,000

3.2 In the case when, Participant chooses to join or switch to a job paying less than the prescribed income threshold during the Referral Period, the Participant agrees to pay the Program Fee as below:

Total Annual Gross CTC	Fee to be paid
Between INR 1,00,000 - INR 5,00,000	INR 1,00,000 + 18% GST = INR 1,18,000
Below INR 1,00,000	Zero





INCOME SHARING AGREEMENT (ISA)

This agreement ("Agreement" or "ISA") is executed on this 18th (date) of May, 2022 ("Effective Date") by and between:

By and Between:

QUANTUMBIT TECHNOLOGIES PRIVATE LIMITED, a private limited company within the meaning and provisions of the Companies Act, 2013, and having its registered office at T5-403, Parsvnath Greenville, Sector 48, Sohna Road, Gurgaon, Haryana, India - 122018, bearing corporate identity number U80100HR2020PTC085600 (hereinafter referred to as the "Company" or the "First Party", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns);

AND



Shubham Kaduba Shinde, [an individual], bearing permanent account number HZRPS2299G, phone number 8390341575, an Indian citizen and residing at (permanent address) S/O Kaduba Shinde, MU, Periapur, Pukhrui Tq, Bhokardan, Jalna, Maharashtra 431114, (hereinafter referred to as "Participant" or "Second Party"), which expression, unless it be repugnant to the context or meaning thereof, shall be deemed to mean and include all its successors and permitted assigns);

Each of the Company, Participant are hereinafter individually referred to as a "Party", and collectively referred to as the "Parties".

WHEREAS-

- A. The Company is engaged in the business of providing educational training in the field of software development and helping Participants avail financial assistance for the same ("Business").
- B. The Participant has expressed his/her desire to enrol himself/herself into the training Program (as defined below) offered by the Company.
- C. In consideration for the enrolment process into the Program, the Participant irrevocably agrees to pay the Program Fee to the Company in accordance with the terms and conditions of this Agreement.
- D. The Parties have agreed that this Agreement is not a loan or other credit instrument. This Agreement represents the Participant's obligation to make payments linked to a specific percentage of his/her income after joining full-time employment.

THIS IS A LEGAL CONTRACT. READ IT CAREFULLY BEFORE SIGNING.

Signed and accepted on behalf of the Company	Signed and accepted by the Participant
<p>For QuantumBit Technologies Private Limited</p>  <p>Director</p>	 <p>*</p>



1. DEFINITIONS AND INTERPRETATION

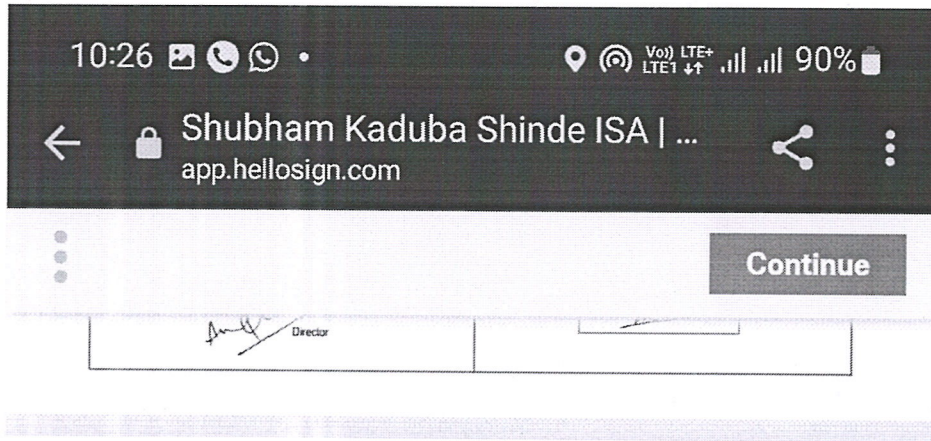
1.1 Capitalised terms not otherwise defined herein have meaning as set forth in Annexure 1.

2. TERM AND TERMINATION

2.1 This Agreement shall come into effect from the Effective Date of signing and shall be automatically terminated by the Company as per the terms set forth under Clause 6.1 (Payment Satisfaction).

3. PROGRAM FEE

3.1 The Participant agrees to pay the Program Fee after joining the Job by way of Income Share or Prepayment to the Company as below:



1. DEFINITIONS AND INTERPRETATION

1.1 Capitalised terms not otherwise defined herein have meaning as set forth in Annexure 1.

2. TERM AND TERMINATION

2.1 This Agreement shall come into effect from the Effective Date of signing and shall be automatically terminated by the Company as per the terms set forth under Clause 6.1 (Payment Satisfaction).

3. PROGRAM FEE

3.1 The Participant agrees to pay the Program Fee after joining the Job by way of Income Share or Prepayment to the Company as below:

Total Annual Gross CTC	Fee to be paid
Greater than or Equal to INR 5,00,000	INR 2,00,000 + 18% GST = INR 2,36,000


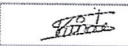
3.2 In the case when, Participant chooses to join or switch to a job paying less than the prescribed income threshold during the Referral Period, the Participant agrees to pay the Program Fee as below.

Total Annual Gross CTC	Fee to be paid
Between INR 3,00,000 - INR 5,00,000	INR 1,00,000 + 18% GST = INR 1,18,000
Below INR 3,00,000	Zero

3.3 **Additional Fees:** The Company shall be entitled to charge a late fee of **2% per month** on the total dues outstanding if the Participant does not make any payment due under this Agreement as per the timelines mentioned in Clause 6.2.

4. MODE OF PAYMENT

4.1 **Income Share:** The Participant agrees that the Company shall collect 20% of the Monthly Gross Income from the Participant's account through its agent (Company Agent) till the Program Fee is completely paid by the Participant. The monthly payout and payout term will be calculated as per below illustrations. The Participant agrees to enter into a separate loan agreement with the Company Agent to facilitate the fee collection directly from his/her account on a monthly basis.

Signed and accepted on behalf of the Company	Signed and accepted by the Participant
For QuantumBit Technologies Private Limited  Director	 *

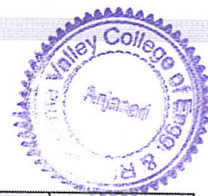


Illustration 1: Total Annual Gross CTC is equal to INR 5,00,000

Total Annual Gross CTC	Payout Amount per month (20% of Monthly Gross CTC)	Fee to be paid	Payment Term
INR 5,00,000	INR 8,333.33	INR 2,00,000 + 18% GST = INR 2,36,000	29 months

Illustration 2: Total Annual Gross CTC is equal to INR 8,00,000



Illustration 1: Total Annual Gross CTC is equal to INR 5,00,000

Total Annual Gross CTC	Payout Amount per month (20% of Monthly Gross CTC)	Fee to be paid	Payment Term
INR 5,00,000	INR 8,333.33	INR 2,00,000 + 18% GST = INR 2,36,000	29 months

Illustration 2: Total Annual Gross CTC is equal to INR 8,00,000

Total Annual Gross CTC	Payout Amount per month (20% of Monthly Gross CTC)	Fee to be paid	Payment Term
INR 8,00,000	INR 13,333.33	INR 2,00,000 + 18% GST = INR 2,36,000	18 months

4.2 Prepayment: The Participant shall have the right to pay the Program Fee in full at any time during the Payment Period, for satisfying the payment obligations under this Agreement. In such a case, the Company at its sole discretion may offer a discount on the Program Fee which shall be communicated to the Participant.

5. PREMATURE WITHDRAWAL FROM THE PROGRAM

5.1 The participant can withdraw from the program upto 60 days from the start date, by giving a clear written notice at admissions@geekster.in from his/her registered email id. Ceasing/stopping to attend classes or simply notifying the instructor does not constitute withdrawal notice. Absence of a written notice will lead to the agreement being applicable in entirety.

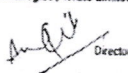
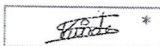
5.2 In case the participant wants to withdraw from the program prematurely, the below terms shall be applicable:

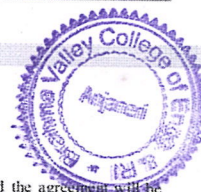
1. Withdrawal within 30 Days of the Program start date.

Fee to be paid	Payment Term	Monthly Payout
INR 25,000 + 18% GST	6 months	INR 4,166.67 + 18% GST = INR 4,916.67

2. Withdrawal within 31-60 Days of the Program start date.

Drop off Fee to be paid	Payment Term	Monthly Payout
INR 75,000 + 18% GST	12 months	INR 6,250 + 18% GST = INR 7,375

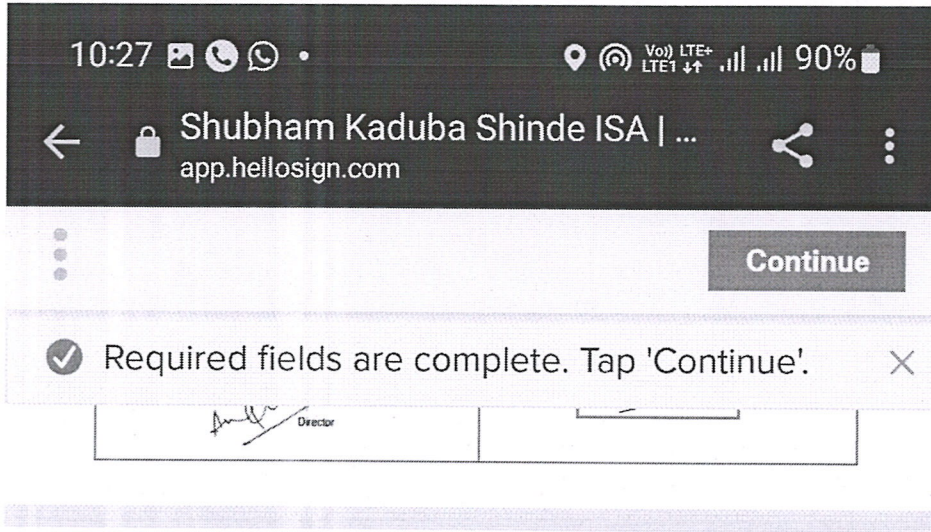
Signed and accepted on behalf of the Company	Signed and accepted by the Participant
For QuantumBit Technologies Private Limited  Director	 *



After 60 days from the program start date, no withdrawal is permissible and the agreement will be applicable in entirety.

6. PAYMENT TERMS

6.1 Payment Satisfaction: The Participants payment obligation towards the Company under this agreement ends upon the earliest to occur of:



After 60 days from the program start date, no withdrawal is permissible and the agreement will be applicable in entirety.

6. PAYMENT TERMS

6.1 Payment Satisfaction: The Participants payment obligation towards the Company under this agreement ends upon the earliest to occur of:

1. Upon payment of the complete Program Fee as per Clause 3
2. Upon payment of the complete Drop-off Fee as per Clause 5
3. Completion of the Referral period (12 months from the date of completion of the Program) and the Participant has not been successful in securing a Job Offer.

The first to occur shall be referred to as "Payment Satisfaction".



6.2 The Participant agrees that after he/she has been employed with any employer he/she shall be required to begin making payments within 7 (seven) days of receipt of the first salary towards Program Fee, or in case of Premature Withdrawal Event, he/she shall be required to begin making payments towards applicable fee within 7 days of such an event.

6.3 In Case, the Participant gets a job offer within the first 30 days of the program start date from either through campus placement or any other source. In such a case, the Participant can continue the program and get these employers excluded from this agreement by sharing the complete offer details at admissions@reckster.in within 30 days of the program start date. However, in such an event, if the Participant wants to withdraw from the program, then the premature withdrawal fee shall be applicable as per Clause 5.

7. RIGHTS AND OBLIGATIONS

7.1 Of the Company:

1. The Company provides instructor-led online classes, content and curriculum pertaining to the training, problem solving sessions assisted by teaching associates, career services including guidance on interviews and referrals to the companies. Upon successful completion of the Program, the Company shall also provide an Industry level Certificate to the Participant. No other deliverables are expected by the program unless specifically specified by the Company.
2. The Parties agree that the Company is entitled to convert this Agreement into a loan agreement once the Participant gets into an Employment. In such an event, the Third-Party Financial Institution shall pay the Company the entire Fees Payable (both accrued and outstanding) upfront.

Signed and accepted on behalf of the Company	Signed and accepted by the Participant
For QuantumBit Technologies Private Limited  Director	 *



7.2 Of the Participant:

1. After getting the Job Offer, the Participant can choose to join, or not join an employer at all. The Participant is free to take up any job at his/her will or change the job for higher or lower salary. The Company will counsel the Participant in his/her best interest, however the final

CONTRACT LETTER

DATE: 24.06.2021

To,
MR. SURYAVANSHI DEVIDAS VASANT
GAT POST KALUSTE, IGATPURI, NASHIK.

Dear MR. SURYAVANSHI DEVIDAS VASANT

We The Shivnirmal Shaikshanik Sanstha (SSS) are pleased to engage you as NEEM Trainee subject to the Following Terms and Conditions:

1. The period of training shall be as 36 MONTHS from Start Date 24.06.2021 End Date 23.06.2024 and the same shall not be entitled for any further Extension (SAMSONITE SOUTH ASIA PVT. LTD. GAT NO.159-163, NASHIK MUMBAI HIGHWAY, VILLAGE GONDE (DHUMALA), TAL - IGATPURI, DIST NASHIK - 422403)
2. It shall not be obligatory on the part of the Shivnirmal Shaikshanik Sanstha - SSS (NEEM Facilitator) or of the Company to offer any Employment to the Apprentices on Successful Completion of period of training in His / Her Establishment nor shall it be Obligatory on the Part of the NEEM Trainee to accept any Employment under the Employer. As NEEM Trainee undergoing training in an Establishment you shall be a Trainee and not a worker and as Such, the provisions of any law with respect a Labourer or Works shall not apply to or relation to you.
3. During your training with SSS And/or with the establishment where you would be deployed for training. None of the labour laws shall be applicable to you and you shall not claim Benefits / Protection under any of these Laws as you would be a Trainee / Apprentice or a Learner.
4. As NEEM Trainee you shall be liable to abide by the Rules and Regulations of NEEM in all Matter of conduct, Discipline and safety and carry out all lawful orders of the Establishment.
5. As NEEM Trainee you shall learn your Subject field conscientiously and diligently and attend to practical and Instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your on job training during the period of the NEEM Training in a Performa Prepared and Approved by Shivnirmal Shaikshanik Sanstha (NEEM Facilitator).
7. Either Party may terminate this Contract Letter by Issuing 30 days' Notice in Writing to the other.
8. When the contract of training is terminated for failure on your Part to carry out the Terms of Contract, You shall refund to the Shivnirmal Shaikshanik Sanstha (NEEM Facilitator) As Cost of training Such Amount as may be determined by the Shivnirmal Shaikshanik Sanstha (NEEM Facilitator). In such Event, You Shall not be entitled to enter on another contract of training under the National Employability Enhancement Mission (NEEM).

Corporate Office: Shop no 18, NICE SANKUL, Near ITI Signal, Opposite Govind Dine Inn, Satpur MIDC, Nashik - 422007. (MAH)
Phone no.: 8530824777 / 8956939927 | neem.galaxyapp@gmail.com



24th April, 2023

To,

Mr. Tarle Manoj Shivaji,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Manoj,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as **Web Developer**.
2. You will operate from our **Pune office**.
3. Your employment starts from 24th April, 2023.
4. Your cost to company would be as follows:

CTC of Rs. 3,70,000 (Three lac seventy thousand only) and the detailed break-up of the same is attached along with offer letter.

5. You and your family (Self +Spouse+ 2 Children) would be covered under health insurance scheme for sum insured of INR 3 lacs. 25% of the premium would contribute from your salary.
6. You will be on probation for 6 months from the date of joining. The company may in its sole discretion extend your probation period based on your performance or other factors as the company may deem fit.
7. If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation. Also, any of your action which is not in interest of the company or client would also lead to removal from employment without any compensation.
8. Upon joining the company you are required to execute a non-compete and confidentiality undertaking which along with this offer of appointment, will govern the terms of your employment with the company.
9. Your service can be terminated by either side by giving 30 days' notice or payment of 30 days salary in lieu thereof during probation period and 3 months' notice or payment of 3 months' salary in lieu thereof after probation period.
10. Absence for a continued period of 5 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 5 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. While working with client, your leave calendar would be same as that of client.
11. As part of the joining process, you are required to submit copies of all your educational certificates, experience and relieving letters of your previous employments, latest salary slips / certificates of your last s Employment, copy of your residential address, copy of your photo identity and two passport size photographs.





सत्यमेव जयते

**GOVERNMENT OF INDIA
MINISTRY OF CORPORATE AFFAIRS**

Central Registration Centre

Certificate of Incorporation

[Pursuant to sub-section (2) of section 7 and sub-section (1) of section 8 of the Companies Act, 2013 (18 of 2013) and rule 18 of the Companies (Incorporation) Rules, 2014]

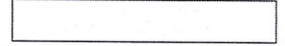
I hereby certify that VEGICLE PRIVATE LIMITED is incorporated on this Seventh day of July Two thousand twenty-one under the Companies Act, 2013 (18 of 2013) and that the company is limited by shares.

The Corporate Identity Number of the company is U15549MH2021PTC363462.

The Permanent Account Number (PAN) of the company is **AAICV1516B** *

The Tax Deduction and Collection Account Number (TAN) of the company is **NSKV06155C** *

Given under my hand at Manesar this Seventh day of July Two thousand twenty-one .



Digital Signature Certificate

SHIVARAJ C RANJERI

ASST. REGISTRAR OF COMPANIES

For and on behalf of the Jurisdictional Registrar of Companies

Registrar of Companies

Central Registration Centre

Disclaimer: This certificate only evidences incorporation of the company on the basis of documents and declarations of the applicant(s). This certificate is neither a license nor permission to conduct business or solicit deposits or funds from public. Permission of sector regulator is necessary wherever required. Registration status and other details of the company can be verified on www.mca.gov.in

Mailing Address as per record available in Registrar of Companies office:

VEGICLE PRIVATE LIMITED

P.NO. 592/4, Prathamesh B/H Mahamarg, Bus Stop, Nashik, Nashik,
Maharashtra, India, 422002



* as issued by the Income Tax Department



24th April, 2023

To,

Mr. Nikhil Vinayak Patil,

Subject : Offer Cum Appointment Letter for the post of Web Developer

Dear Nikhil,

With reference to our meeting and the subsequent interaction you had with us, we are pleased to offer your employment in Acclivis Technologies private Limited, Pune under the following terms and conditions:
(This letter also confirms your appointment in Acclivis)

1. You will be designated as as **Web Developer**.
2. You will operate from our Pune office.
3. Your employment starts from 24th April, 2023.
4. Your cost to company would be as follows:

CTC of Rs. 3,70,000 (Three lac seventy thousand only) and the detailed break-up of the same is attached along with offer letter.

5. You and your family (Self +Spouse+ 2 Children) would be covered under health insurance scheme for sum insured of INR 3 lacs. 25% of the premium would contribute from your salary.
6. You will be on probation for 6 months from the date of joining. The company may in its sole discretion extend your probation period based on your performance or other factors as the company may deem fit.
7. If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you shall be liable to removal from your employment, without any notice and without any compensation. Also, any of your action which is not in interest of the company or client would also lead to removal from employment without any compensation.
8. Upon joining the company you are required to execute a non-compete and confidentiality undertaking which along with this offer of appointment, will govern the terms of your employment with the company.
9. Your service can be terminated by either side by giving 30 days' notice or payment of 30 days salary in lieu thereof during probation period and 3 months' notice or payment of 3 months' salary in lieu thereof after probation period.
10. Absence for a continued period of 5 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 5 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation. While working with client, your leave calendar would be same as that of client.
11. As part of the joining process, you are required to submit copies of all your educational certificates, experience and relieving letters of your previous employments, latest salary slips / certificates of your last s Employment, copy of your residential address, copy of your photo identity and two passport size photographs.

