

Private & Confidential

15 Apr 2020

## OFFER LETTER

Dear, **POOJA VISHWANATH NAGARE**

Subsequent to the meetings you had with us, we are pleased to make an offer of employment to you as Associate Analyst with Rudder Analytics LLP.

Your cost to company (CTC) will be Rs. 3,48,332 (Rupees Three Lakh Forty-Eight Thousand Three Hundred and Thirty-Two Only) per annum. The components of your salary are provided in Annexure-1 and would be governed by the company policy.

You will be deemed on probation in the services of the company until confirmed in writing. The initial period of probation is six months from your date of joining. The compensation during the probation period would be Rs. 18,000/- (Rupees Eighteen Thousand Only) per month.


Your initial place of work shall be **Pune**.

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual admiration.

Warm regards,


Human Resources - Rudder Analytics



  
**PRINCIPAL**  
Brahma Valley College of Engg. & RI

EATC

Annexure -1

<b>Name:</b>	POOJA VISHWANATH NAGARE		
<b>Designation:</b>	Associate Analyst (A1)		
<b>Location:</b>	Pune		
<b>Date of Joining:</b>	TBD		
		<b>Per Month (INR)</b>	<b>Annual (INR)</b>
<b>Monthly Payments (A)</b>			
	Basic	10,160	121,916
<b>Allowances &amp; Reimbursements (B)</b>			
	Housing Rent Allowance	4,064	48,768
	Standard Deduction	3,333	39,996
	Leave Travel Allowance	2,000	24,000
	Other Allowance	4,348	52,176
	<b>SUB TOTAL</b>	<b>13,745</b>	<b>164,940</b>
<b>Variable Component (C)</b>			
	Performance Bonus		40,980
<b>A+B+C</b>		<b>23,905</b>	<b>327,836</b>
<b>Retirement Benefits (D)</b>			
	Employer Contribution to PF	1,219	14,628
	Gratuity	489	5,868
<b>Cost to Company (A+B+C+D)</b>		<b>25,613</b>	<b>348,332</b>

- 1) You will be deemed on probation in the services of the company until confirmed in writing. The initial period of probation is six months from your date of joining, which may be extended by the management at its discretion.
- 2) Annual appraisal cycle is April – March; eligibility is based on having completed a minimum of six months of service after employment confirmation.
- 3) Performance bonus is an annual component to be paid on a pro-rata basis at the end of financial year. This is linked to individual performance and company performance. You will be eligible for the performance bonus payout only if you serve for more than six months after confirmation and having active employment status at the end of financial year.
- 4) Employees serving notice period are not considered to be on active employment.



  
**PRINCIPAL**  
Brahma Valley College of Engg. & RI



**wd: Congrats! Offer From Accenture**  
message

/vinod Tukaram Patil <vinodtukarampatil5@gmail.com>

Thu, Aug 27, 2020 at 3:

FYI

Thanks,  
Vinod Tukaram Patil

----- Forwarded message -----  
From: <campus.offerletter@accenture.com>  
Date: Sat, Jan 19, 2020, 6:58 PM  
Subject: Congrats! Offer From Accenture  
To: <vinodtukarampatil5@gmail.com>

18-Jan-2020

**Vinod Tukaram Patil**  
**CANDIDATE ID:**  
**UNIQUE REFERENCE NUMBER/UNIQUE**

Dear Vinod Tukaram Patil

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture India.

Kindly note you will receive a separate email to reset your password.

- Please follow below steps to access / view your Offer Letter
- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
  - You will be directed to your profile page
  - Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
  - An OTP is sent to your registered mobile number. Enter the OTP and click submit.
  - The Offer letter and Terms of Employment will be listed along with other relevant documents.
  - You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 01/18/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within days (seven days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries, please write to [campus.queries@accenture.com](mailto:campus.queries@accenture.com).

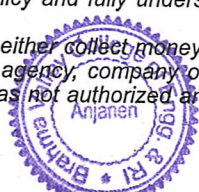
Regards,  
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

+++++

*Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strict accordance with the applicable data privacy law and in line with our privacy policy available at <https://www.accenture.com/privacy-policy>. Further, we request you to agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.*

*Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job with Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individual, please report it to [campus.queries@accenture.com](mailto:campus.queries@accenture.com).*



**PRINCIPAL**  
Brahma Valley College of Engg. & RI

employees of Accenture – please send the details to <https://businessethicsline.com/accenture/>.

\*\*\*\*\*

---

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at <https://www.accenture.com/us-en/privacy-policy>.

---

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



  
**PRINCIPAL**  
Brahma Valley College of Engg. & RI

Ref: LO/HR/PUN/SILICUS/2018/173

Date: October 19, 2018

To: PATIL AJAY BHASKAR

**LETTER OF OFFER**

Dear, PATIL AJAY BHASKAR

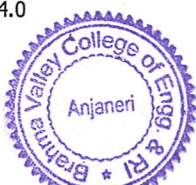
Welcome to Silicus Technologies!


Please refer to the discussions you had with us to explore a career opportunity with Silicus Technologies India Pvt. Ltd. Based on our discussions, we have pleasure in offering you employment with our organization on the following terms and conditions.

**Terms and Conditions:**

1. You shall be appointed as **Software Trainee**.
2. Your date of joining shall be **October 22, 2019**. The offer shall stand revoked if you are unable to join us on the said date. Any delays in the joining date must be communicated prior and accepted by the Human Resource Department.
3. Your Total Cost to Company shall be **Rs. 3,20,027/- p.a.** (Rupees: Three Lakhs Twenty Thousand and Twenty-seven Only). Your Fixed Pay shall be Rs. 3,13,250/-. Details of Compensation and other benefits payable are set out in the Compensation Details Sheet (Annexure A).
4. You shall be based at Pune but will serve the Company or any of its subsidiaries or associated companies in any location within or outside of India.
5. Your employment with the Company is subject to:
  - (a) The accuracy of the testimonials and information provided by you.
  - (b) You being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
6. We request you to sign a copy of this letter and return to us as a token of your acceptance. Upon receipt thereof, we shall issue a formal letter of Appointment containing details of the other terms and conditions of your appointment with the Company. In case we do not receive your acceptance in writing within the stipulated time, this offer shall stand withdrawn automatically.
7. You are required to report on the joining date at 9.30 AM. You will report to: **Silicus Technologies India Pvt. Ltd. Pune IT Park, 34 Aundh Road, Bhau Patil Marg, Bopodi, Pune 411 020**
8. **Probation and Confirmation:** You shall be under probation for a period of 6 months from the date of your joining. Your confirmation in the service of the Company shall depend upon your satisfactory performance during the probation period.
9. **Separation:** During the probation period, your employment with the Company is subject to termination by giving ninety (90) days' notice in writing or basic salary in lieu thereof to the other. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you basic salary in lieu of the notice period.

After completion of the probationary period and confirmation of employment, if you voluntarily resign from the services of the Company, you will be required to give ninety (90) days' written notice or basic salary in lieu of the notice period subject to the Company's discretion.



  
**PRINCIPAL**  
Brahma Valley College of Engg. & RI

10. **Background Check:** The Company may, at its discretion conduct background checks prior to or after your expected joining date. You expressly consent to the Company conducting such background checks. In connection to your background check and on-boarding, you are required to furnish the documents listed in Joining-Documents Checklist (Annexure B).

If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this offer or take any appropriate action against you, including, but not limited to termination of your employment without notice or/and compensation.

The Letter of Appointment is contingent upon the satisfactory outcome of background verification / check, reference checks or such other checks as may be deemed right by the Company. Misrepresentation of qualifications, employment, credentials, etc. in securing employment at the Company may be grounds for termination with immediate effect.

11. **Work Location and Transfer:** On the date of joining, you will be posted at Pune Office (mention location). However, your services are liable to be transferred by the Company anywhere in India or abroad to any other development centers / branch offices of the Company, parent Company's departments, Subsidiaries, Joint Ventures, Associates, Sister Company location, etc. subject to Company policies and Company's business requirements from time to time. Such transfers shall not create for you any right to ask for revision in your salary or other terms and conditions of your service. Consequent to such transfers, you shall be governed by the terms and conditions of service as applicable to your category of employees in the new place of employment.

12. **Working Days and Timings:** Normal working days are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other off day. The Company has its normal business hours from 0930 hrs to 1830 hrs with a lunch break of 30 minutes. Because of frequent contact with global clients and compliance to various deadlines, it shall be necessary to work at Non-Standard days and hours. You shall observe the working hours normally observed by the department you are assigned to. There shall be no compensation for additional time worked beyond the normal office hours.

13. **Holidays and Leaves:** You shall be eligible for holidays and leaves as per the Company Policy for Leaves and Holidays. The same is announced at the beginning of the calendar year.

14. **Code of Conduct:** The Company prides itself with having the highest order of ethical conduct in its dealing with associates, customers, suppliers, agents and government. You are required to read and comply with Silicus Business Conduct Guidelines and sign a statement to this effect.

We are confident that you will be entering an exciting phase of your career and welcome you aboard. Looking forward to have you in our team!


Thanking You,

For Silicus Technologies India Pvt. Ltd.,

Nikita Singh

Senior Manager – Human Resources



  
PRINCIPAL  
Brahma Valley College of Engg. & RI