



Galaxy Surfactants Ltd.

**MR. SHUBHAM SURESH CHAVAN
SHIVPARVATI NIWAS
KRISHNAJI NAGAR, KARAMALA
MAHARASHTRA- 413202**

January 20, 2022

Dear Shubham,

SUB: LETTER OF INTENT

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of GRADUATE ENGINEER TRAINEE – CONVERSION PROCESS in our organisation on the terms and conditions mutually discussed and agreed upon.

You are required to join duty on 01.07.2022. A detailed appointment letter incorporating the terms and conditions of your service will be issued to you after you join, having secured minimum first class or maintain the same percentage in graduation/post-graduation and subject to your being found medically fit after due examination.

Kindly note that on the date of joining you shall submit the following:

Duly filled in “Application Blank”, in case it has not already been submitted earlier;

- 1. 4 copies of recent passport sized photograph;*
- 2. Birth Certificate or School Leaving Certificate (for verification of age);*
- 3. Proofs of Educational Qualifications (copy to be verified, initialled & dated, while the originals to be returned back);*
- 4. Cancelled cheque of your Bank Account in which your salary needs to be credited.*
- 5. Pan Card*
- 6. Aadhar Card (Kindly ensure that DOB in dd/mm/yy format)*
- 7. Passport*

This letter is made in duplicate. You are requested to sign the duplicate as token of your acceptance.

Looking forward to a fruitful association with you,

*Cordially yours,
For GALAXY SURFACTANTS LTD.*

**SUNITHA NAIR
GM – PEOPLE ENERGY PROCESS**

Regd. Office:
C-49/2, TTC Industrial Area, Pawne,
Navi Mumbai – 400 703, India.
CIN No. L39877MH1986PLC039877
Ph : +91-22-65134444 / 27616666
Fax : +91-22-27615883 / 27615886
E-mail : galaxy@galaxysurfactants.com
Website : www.galaxysurfactants.com



Offer Mail - Privi Speciality Chemicals Limited

1 message

Swati Bagade <swati@privi.co.in>

Sat, 21 May, 2022 at 3:45 pm

To: shubham68borkar@gmail.com <shubham68borkar@gmail.com>

Cc: Neeraj Agrawal <neerajagrawal@dbatu.ac.in>, Nikhil Gaikwad <ngaikwad@privi.co.in>, Sandeep Ahire <ahire@privi.co.in>, Balasaheb Jadhav <balasaheb.jadhav@privi.co.in>, Ram Surve <ram.surve@privi.co.in>

Dear Shubham,

Congratulations !!!!!

This is to inform you that we have selected you in our Organization. The details are as below :

Position : Graduate Engineer Trainee

Location : Unit 2

Date of Joining : On 1st August 2022

Stipend: Rs. 14000/- (with Bachelor Accommodation)

Kindly treat this content as formal offer mail and share documents as enclosed on ahire@privi.co.in

Thank you,

Swati Bagade

(Human Resource Department)

Privi Speciality Chemicals Limited

MIDC, Mahad.

Dist-Raigad

Board Line: 9930262747 Ext: 2523

Mobile 7045695570

“Learning leads to be the best”

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Ref: DFCL/BTECH/GET/2023

Date: 13/04/2023

To
Mr. Utkarsh Gaikwad,
Contact: 7038389204,
Mail id: gaikwadutkarsh20@gmail.com.

Dear Mr.Utkarsh,

GRADUATE ENGINEER TRAINEE

At the outset, we congratulate you on your being selected for the position of Graduate Engineer Trainee (GET) in Deccan Fine Chemicals India Private Limited.

Further to your interview with our team at the campus of **Dr BATU, Lonere** we are pleased to induct you as Graduate Engineer Trainee at our **Tuni** factory location, Andhra Pradesh on the following terms & conditions:

SCHEME: The objective of the scheme is to train, develop and groom young fresh graduates in Chemical field gradually into *FUTURE LEADERS* of our organization at various locations with clear career path subject to performance of the individual and requirement of the organization.

TRAINING & DURATION: The company will be pleased to impart training to you in various aspects / activities / operations of Chemical manufacturing and **Process Technology** during a period of 12 months **w.e.f.** _____. Depending on the level of your learning, you will be absorbed in the specific operation based on your attitude and company's requirements.

ASSESSMENT OF TRAINING & EXTENSION: Your learning levels will be assessed every 3 months during the training period. In case your learning levels during the initial 12 months is not upto the mark, we will give further opportunity to improve your learning levels by extending the training period by another 3 months. Still if your understanding of the subject doesn't come upto the mark, you will be relieved with a Certificate of Training to facilitate employment elsewhere.

TRAINING COMPENSATION & COMMITMENT: We are pleased to offer you a **CTC of Rs.3,60,000/-** as a **fixed component** during the initial training of 12 months or extended period, as the case may be.

On continuing the services of the company without any break for a period of 24 months you are eligible for a onetime retention pay which is apart from the above mentioned components. You will be paid **upto Rs.**

40,000/- (Forty thousand rupees) towards your **Retention Incentive**. Aforesaid amount will be paid after successful completion of 24 months of the service with Deccan.

As a part of the GET scheme Deccan will invest lot of man hours, training materials, trainers fee & travel expenses towards your training activities which will consume the company's monetary resources. Deccan would like to provide this opportunity only to the committed candidates towards their career and Industry. If the candidate intends to leave Deccan before completion of 24 months of continuous service, candidate needs to reimburse the expenses spent towards the training costs around Rs.1,00,000/- and serve the mandatory notice period of 3 months from the date of resignation to get relieved as per the GET scheme terms & conditions.

CAREER PATH: In the interest of your own career and business requirements of the organization, based on your qualification, performance and on the job contributions, you will be taken through challenging career path. This shall, however, be subject to there being specific vacancies in the organization at any point of time.

POLICIES, DISCIPLINE & DECORUM: On association with Deccan, you shall be governed by the discipline, rules & regulations and other policy guidelines applicable to other employees of the organization. During the period of training you are expected to keep up good discipline, decorum of the organisation and ensure that the organization's reputation is always upheld.

ACCEPTANCE OF TERMS & CONDITIONS: You are requested to sign the duplicate of this letter in token of your acceptance of the above Offer and other Terms & Conditions of Training / Employment with us.

Deccan Fine Chemicals India Private Limited welcomes you aboard for a committed learning and excellent growth opportunities to shape yourself into a *FUTURE LEADER!*

With Best Regards,

For Deccan Fine Chemical India Private Limited.,

Above offer, Terms & Conditions accepted.



Authorized Signatory

.....

Copy to Placement Cell **Dr BATU, Lonere** and respective unit HRD.



Centre for Computational Technologies Pvt. Ltd.
403, Pushpak Business Hub, Bhumkar Chowk, Wakad
Pune, Maharashtra - 411057
India

Personal & confidential

Ramesh Choudhari

patil nagar at post - abdullat416 143,dist - kolhapur ., abdullat, Maharashtra, 416143
India

Career offer

Dear Ramesh,

Thank you for going through CCTech's recruitment process. The recruitment team was thrilled to interact with you. We hope you had a great experience. We really appreciate you choosing CCTech to be part of your career journey.

It's our pleasure to invite you to join the **Centre for Computational Technologies Pvt. Ltd.** and start your journey as a "**Member of Technical Staff**". For your contribution to the organization's growth, apart from your personal growth benefits, you will be receiving yearly remuneration of **₹ 500,000.00/Year**.

The team is really excited to work with you as soon as possible. It will be great if you start your exciting journey with us as quickly as possible but not later than **18-Sep-2023**. On your day of joining, we will have an exciting onboarding process to orient your role & responsibility, growth opportunities, organizational structure, values, and culture.

We are already thrilled to make you part of CCTech. Let's grow together!

Warm Regards,

Harshida Bhamare

Lead - HR & Operations

SALARY COMPENSATION

Name	Ramesh Choudhari
Designation	Member of Technical Staff

Components	Salary per month (₹)	Salary per annum (₹)
I. Basic		
Basic	19,933	2,39,200
II. Allowances		
HRA	7,973	95,680
LTA	1,500	18,000
Conveyance	1,600	19,200
Medical	1,250	15,000
Special allowance	7,610	91,320
Gross salary (I + II)	39,867	4,78,400
III. Benefits		
Provident fund (Employer contribution)	1,800	21,600
CTC (I + II + III)	41,667	5,00,000
IV. Deductions		
Professional tax	200	2,400
Provident fund (Employee contribution)	1,800	21,600
Medical insurance	800	9,600
Total deductions	2,800	33,600
TDS	As applicable	As applicable

Note:

You will receive salary and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI, and professional taxes following applicable law.

Other benefits:

At CCTech, we believe in the holistic growth of a person. We make efforts to grow each individual financially, technically, morally, and ethically. For being a part of CCTech following are the benefits you will get :

- Work in deep technology and explore the width & depth of the technology stack
- Be a part of growth-oriented training initiatives
- Accelerated path to grow as a leader and quickly elevate in the organizational hierarchy
- Flexibility in choosing work hours, technology, management, and leadership track

On the day of joining, you are requested to submit the following documents:

- Photocopies of educational certificates/degrees
- Photocopy of last 3 months' salary slip (if any)
- Relieving letter from the last/present company in original (if any)
- Service certificate/proof of employment from last/current and all previous employers
- Copy of PAN card & Aadhar card.
- 2 passport size photographs
- Proof of residence

Offer terms & conditions :

The offer is subjected to the following terms & conditions :

- Validity of this offer is subjected to the joining on mentioned date of joining.
- The offer will be valid on the submission of all above mentioned documents and validity of the documents.
- This offer is subject to the acceptance of a probation period of 6 months. Probationary policies of the company will be applicable during this period. Permanent employment will be based on satisfactory performance and will be offered after the successful completion of the probation period.
- 70% of CTC salary will be paid during the probation period. Arrears of the remaining salary will be paid after conversion to a permanent employment.

Date: 2nd August 2023

82, Near Ram Temple, Aakhade, Post - Humgaon, Tal- Jaoli Dist - Satara, 415514

Dear Shraddha Shinde,

We are pleased to extend you our employment offer to join Atyeti Services Pvt Ltd. for position of **Software Trainee** with a start date of **16th August 2023**, contingent upon successful completion of background check. We believe you will play an important role in our continued growth and success, and look forward to welcoming you to Atyeti family.

You will be reporting directly to **Ashutosh Buyre** at **WTC, Pune** although you may be required to perform your duties at other locations from time to time.

The terms and conditions outlined in this employment letter (“Agreement”) as amended from time to time, together with the Company’s “General Terms and Conditions of Service” as laid out in the Company’s Employee Handbook (“the Handbook”) and “Code of Conduct” and all applicable regulations and policies of the Company, form the basis of your employment.

Your total cost to company is **Rs.3,20,000/-**. Details of your compensation structure are enclosed in **Annexure A-Salary Break- up**. The company will review the salary on annual basis. Any change in salary will be notified in writing.

You are also eligible for company offered benefits which are mentioned under component information.

This offer is valid for three calender days from the date issued. Hence, you are expected to accept or decline the offer. In case we don’t receive any response from you within this time period this offer will stand withdrawn and will be considered as void. Any extension to the offer will be at the sole discracion of Atyeti.

We would like to extend a warm welcome and wish you a rewarding career with us!

Best Wishes,

DocuSigned by:

 E9FA1CFBB72F4D0...

Shubhada Kale

Head of HR
 Contact:shubhada.kale@atyeti.com

USA- Princeton 125 Village Blvd, Suite 320 Princeton NJ 08540 Phone 609-921-9539	UK- London 32, 19-21 Crawford Street London W1H 1PJ United Kingdom Phone +44 799-004-2567	India – Pune Level 9, Tower 2 World Trade Center Kharadi Pune 411014 Phone 7770093306 www.atyeti.com	India - Hyderabad WeWork, 6 th Floor, Krishe Emerald Kondapur Main Road, Whitefields Kondapur, Hyderabad 500081 Phone 9100936687	<u>OTHER LOCATION</u> SWITZERLAND SINGAPORE POLAND
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TERMS AND CONDITIONS OF EMPLOYMENT

This **Agreement** is made and entered into **2nd August 2023**, between Atyeti IT Services Pvt Ltd, (the "Company") and **Shraddha Shinde** ("Employee").

1. Commencement of employment

You shall report to work at the Company's office on or before **16th August 2023**. In case you fail to join the company by the aforesaid date, you would be breaching the terms & conditions governing your employment with the company.

2. Designation & Location

You will be designated as **Software Trainee** with **Atyeti IT Services Private Limited, Pune, India**.

3. No other job commitment:

- a. You accept that you are being hired in accordance with the clauses and terms set forth in this Agreement, and officially state that you are not employed by any other company and that you are free of any commitment to any preceding employer. You agree that you are required to terminate your employment contract, including your notice period, or any other employment relationship with any preceding employer before the date on which this agreement takes effect. You agree that you are responsible for any work or employment dispute arising from a breach in this regard.
- b. While you are employed with Atyeti, you will not engage in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.
- c. You agree not to own or operate an independent commercial business, nor to trade for your own or another's benefit in Client's line of business.

4. Job Duties:

You agree to perform the assigned job and to do whatever else the Company instructs you to do, and to complete any assigned training. Owing to the mission critical assignments undertaken by the company, you may be required to work on weekdays/ paid / public holidays for the company, whenever called upon to do so.

5. Working Hours:

You will be required to work nine (9) hours per day Monday through Friday including a one (1) hour break for lunch. Further, depending on the work load and business requirements, at any given time, you may be required to work in shifts and/or during weekends. You may also be expected to travel to other locations at times outside of your official hours of work.

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6. Probation period:

Your employment will be subject to **3 Months** of probationary period. While on probation, you must serve two months of notice period if you decide to terminate the employment. If your performance is not satisfactory Atyeti may decide to terminate without any notice period. Subject to your performance and conduct being satisfactory, your employment will be confirmed with a confirmation letter after completion of your probation.

7. Buy Out:

If you are eligible for a Buyout option in your current organization as well as Atyeti has paid the amount for Buyout for early joining with Atyeti. In this scenario, if you decided to terminate your employment before one-year with Atyeti, you will have to return the Buyout amount else it will be adjusted with your full and final settlement.

8. Appraisals:

You are entitled to a yearly appraisal as per company policy. For more details please contact- hrpac@atyeti.com

9. Ownership of work:

Any product created, service rendered during the course of your employment, including but not limited to any intellectual property in relation thereto will be for and on behalf of the Company shall solely and exclusively belong to the Company. If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the company, such developments will be fully /communicated to the company and will remain sole right/property of the company.

10. Leave details:

- a. Annual Leave-** You will be entitled to 16 days annual leaves in every calendar year, subject to the HR Policy mentioned in employee handbook. The same will be calculated on pro-rata basis. These leaves will be in addition to public holidays.
- b. Sick Leave-** You will also be entitled to 8 sick leave in every calendar year, subject to the HR Policy mentioned in employee handbook. The same will be calculated on pro-rata basis.
- c. Maternity Leave-** Atyeti offers maternity leave benefit of 26 weeks. You can opt for 8 weeks of this benefit before childbirth and remaining post-childbirth.
- d. Paternity Leave-** Atyeti offers paternity leave of 5 days.

11. Termination of employment:

- a. Termination with Notice -** You are required to give an advance notice of 60 days in writing as your resignation from Employment. In the event of separation, the notice period applicable to the organization as well as the employee is 60 days.

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b. Termination without Notice - Company may terminate your employment immediately and without any notice due to serious misconduct, serious breach of employment rules as set out in employee handbook.

12. Confidentiality:

During your employment with the Company, you may learn trade secrets or confidential information, which relates to the Company and the Clients. Unless you are required to do so in the proper performance of your duties, you must not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company.

You also agree that details of your employment contract are strictly confidential between you and Atyeti. If you are unsure about the confidential nature of specific information, you must seek your manager’s advice and clarification. Please refer to the Confidentiality clause (Clause-) for detailed description.

13. Non-Competition and Non-Solicitation

During the period until one (1) year following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business (or otherwise deal in a manner adverse to the Company with) or provide any Software Engineering, consulting or programming services to any customer or end-user of any customer of the Company for which or for whose benefit you have provided services during your employment, either directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induced such employee to terminate his or her employment.

During the term if you are assigned with CLIENTS and for a period of 12 months after termination or expiration of your employment with the Company, you agree that you will not in any manner, either on your own behalf or on behalf of any other person or entity, directly or indirectly compete with COMPANY by soliciting the CLIENT in any department or any location globally for any opportunities.

For violations and restrictions please refer to Employee Handbook.

14. Safekeeping and Return of company property:

You will be responsible for the safekeeping and return in good condition of all of the Company's properties, which may be in your use or custody. Company shall have the right to deduct the monetary value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction.

15. Intellectual Property Rights:

You hereby agree that Atyeti shall own, on a perpetual, irrevocable, exclusive, royalty-free, fully-paid up, and world-wide basis, all right, title, and interest in, to, and under, including all Intellectual Property Rights throughout the world therein, all work product, both tangible and intangible, performed for the CLIENT, its Affiliates, or its or their clients or customers,

You acknowledge and agree that you may use the Client’s Materials solely for the benefit of Atyeti, its Affiliates, and the Services Recipients pursuant to this Agreement.

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16. Ownership of Client Data:

All Client Data is and shall remain the sole and exclusive property of Atyeti/Client. Without Atyeti’s approval (in its sole discretion), Contractor shall not use Client Data for any purpose other than to provide the Services.

17. Rights Granted:

To the extent that any of the Services provided hereunder by you result in your creation of any works that may be protected under the copyright law, including, but not limited to computer software programs, modules, training materials, development tools and/or written documentation, (hereinafter “Work”), each such Work shall be deemed specially commissioned by Atyeti and shall be considered a “work made for hire”, as defined in the India Copyright Act 1957.

18. Compliance:

Company’s rules, regulations and directions relating to employees, including the Group’s Code of Conduct, which are now or may hereafter be in force, will apply to you and will be strictly complied with by you. You should therefore acquaint yourself with all Company rules and policies, which are applicable to you.

19. Data Protection:

By signing this statement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records, and that the Company may use such information in the course of the Company's business. Please note that this may include transfer and storage of your personal information at offshore data storage facilities.

You agree that the Company may disclose information about you to other Group companies or third parties (including cross border transfers) if the Company considers that to do so is required for the proper conduct of the Company's business or that of any of its associates. This Clause applies to information held, used or disclosed in any medium.

20. Code of Conduct and Policies:

You agree to read, follow and to perform your job in compliance with the Company’s Code of Conduct and Anti-Money Laundering Policy, each as amended from time-to-time and with all other applicable “Rules”-laws, workplace safety rules, anti bribery rules including Trading Policy as governed by the Company’s Clients. If the Company has reason to believe you violated the Code of Conduct or a Rule, you agree to cooperate in any investigation and comply with any properly-imposed discipline including, but not limited to, immediate dismissal.

21. No Waiver Survival:

No delay by the Company in enforcing any Company right under this Agreement constitutes a waiver. Upon termination of this Agreement, some provisions will survive and will be enforceable going forward.

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22. Governing Law and Jurisdiction:

This Agreement is subject exclusively to the law of India, the courts at [insert location] depending on the place of work will have exclusive jurisdiction over any claims between the parties (that is, over disputes under this Agreement and also over disputes that do not implicate provisions in this Agreement).

23. Background Verification:

The Company reserves the right to conduct reference checks and background investigations on all employees. Employee’s employment with the Company is contingent to the successful completion of personal and professional references and background verifications. By signing this Agreement, Employee consents to all such background investigations and reference checks that would be carried out in relation to the Employee by the Company. Further, Employee also understands and agrees that in case of any false or inaccurate information provided by the Employee, non-disclosure of relevant and material information or unsatisfactory references/Background Verification Reports, Employee’s services will stand terminated forthwith.

24. Entire Agreement:

This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings. The Company reserves the right to change its policies from time to time. During your employment with the company, you shall be subject to all rules and regulations, as are made / amended by the company.

Please confirm your acceptance of the terms and conditions of employment by signing the attached copy of this letter. Kindly ensure that you also initial each page and any attachment hereto.

For detailed information please refer to Company policies, which are subject to change from time to time.

For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

Acceptance:

I, _____ accept the employment on the above terms and conditions.

I confirm that I will report to work on _____, which shall constitute the date of commencement of my employment with the company. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Candidate Signature:

Date:

Place:

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Remuneration and Allowance Details

Details of your remuneration and other benefits are provided in Annexure A. Your salary will be paid monthly directly into your personal account. If you join the Company in the middle of the month, your fixed pay will be pro-rated

ANNEXURE A	
Employee Name:	Shraddha Shinde
Designation:	Software Trainee

SR NO	COMPONENTS	MONTHLY AMOUNTS (₹)	ANNUAL AMOUNTS (₹)
1	Basic Pay	10,667	1,28,000
2	House Rent Allowance	5,333	64,000
3	Leave Travel Allowance	1,067	12,800
4	Food Allowance	2,200	26,400
5	Special Allowance	1,948	23,371
4	Employer's Contribution to PF	1,800	21,600
A	FIXED COMPENSATION	23,014	2,76,171
B	ASSOCIATION REWARD*	-	10,000
C	GROSS COMPENSATION	23,014	2,86,171
D	PROVISION FOR GRATUITY	513	6,154
1	Group Medical Insurance	2,099	25,185
2	Life Insurance Coverage	208	2,490
E	INSURANCE	2,306	27,675
COST TO COMPANY		25,833	3,20,000

COMPONENT INFORMATION

SR NO	COMPONENT	DESCRIPTION
1	GRATUITY	Employee is eligible for gratuity on separation after minimum 4 years and 6 months of continuous service excluding unpaid leaves, payable as per Payment of Gratuity Act.
2	LIFE INSURANCE COVERAGE	Employee's nominee/nominees would be eligible to receive a sum of Maximum benefit of Rs. 10 lakhs as per the company policy.
3	GROUP MEDICAL INSURANCE	Employee and Dependent family (Spouse, 2 children, Parents, or In-laws are covered under Group Mediclaim Insurance Policy). Maximum benefit of Rs. 5 lakhs as per the company policy.

- I. The amount for reimbursements under Flexi Basket can be decided by you.
- II. Upon completion of a year with an organization, an association reward will be paid.
- III. Company contributes a maximum of ₹ 1800 towards the Employees Provident Fund Scheme. Computation is 12% of basic wages capped at ₹ 15000/- per month under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The Company also deducts an equal amount and remits the contribution of the employee to the Employees Provident Fund from the salary payable to him/her. However, the employee can opt to increase the Employee PF contribution through VPF contributions.
- IV. Income tax, Professional tax & LWF will be deducted as per the applicable tax rates. Your salary is strictly confidential.
- V. Any outstanding dues to you will be subject to applicable deductions for any overpayments, loans or advances made to you by the company.
- VI. Employee Benefits
The employee while performing his/her routine work may have to encounter expenses that are essential for achieving the business objectives. The organization shall be liable to pay back such expenses to the employee and approved by the Company which are of the following nature:
 - (a) Expenses for entertainment, travel, meals, and hotel accommodations, upon submission by him of vouchers or receipts maintained and provided to the Company in compliance with such rules and policies relating thereto as the Company may from time to time adopt.
 - (b) Access to canteen/cafeteria for refreshments while performing official duty without any payment.
 - (c) Other Miscellaneous expenses related to the official duty.

ACCIDENTAL DEATH COVER

As a part of Corporate Salary Account with HDFC Bank, Employees Personal Accident Death Coverage of Rs. 5 lakhs and Air Accidental Death Cover of Rs. 25 lakhs on Salary Account.

RELOCATION COVER

Employee will be eligible to receive a one-way travel charge (flight/train/bus) with 5 days 4 nights stay in hotel. For more details on process and procedures, please contact - hrapac@atyeti.com

TRAINING & DEVELOPMENT PROGRAMME

Company offers a comprehensive training and upskilling program for all employees. Certification: Certification reimbursement shall be processed for only prior approved requests and only. Upon successful completion of the same. Failed certifications shall not be reimbursed. For more details on process and procedures, please contact - hrapac@atyeti.com

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TRAINING AGREEMENT

This Training Agreement ("**Agreement**") is made and executed on 2nd August 2023 at Pune.

by and between:

Ms. Shraddha Shinde, D/o. Mr. Shivaji Pralhad Shinde, permanent resident of 82, Near Ram Temple, Aakhade, Post - Humgaon, Tal- Jaoli Dist - Satara, 415514 and presently residing at 82, Near Ram Temple, Aakhade, Post - Humgaon, Tal- Jaoli Dist - Satara, 415514 (hereinafter referred to as the "Employee")

And

Atyeti IT Services Private Limited, India, a company incorporated under the Companies Act, 1956 with its registered office at Level 7, Maximus Tower, Building 2A, Mindspace, Hi Tec City, Hyderabad - 500081, Telangana, India

The Employee and the Company are also referred to as the "**Party**" in the singular and as the "**Parties**" in the collective.

WHEREAS:

- A. The Company is an entity engaged in the business of providing Information Technology, software development and other related activities and for the purpose of attaining its objects, the Company requires Employee to be employed to further the business of the Company.
- B. The Employee has been offered employment with the Company vide an Employment Offer Letter dated **2nd August 2023** (the "**Offer Letter**") issued by the Company to the Employee. The Employee has agreed to be bound by the terms and conditions in the Offer Letter.
- C. Pursuant to the terms of the Offer Letter, to meet the requirements of employment, the Employee is, as a condition of employment with the Company, required to undergo necessary and specialized training and/or on-the-job skill enhancement (under expert guidance) in software development and/ or related areas as necessary and/ or relevant to Employee's duties and responsibilities at the Company. Further, the Employee understands and has agreed that he/she is required to undergo and clear the mandatory 'Entry Level Certification Training Test' and/ or any other certification test as will be prescribed by the Company, in first attempt. The said training and on-the-job skill enhancement is hereinafter collectively referred to as "**Training**".
- D. The Company has a reasonable expectation that the Employee will apply on the job knowledge and skills learnt by him as a result of the Training, as well as share this knowledge with other employees, whenever possible, to maximize the positive impact of the skills learnt as part of the Training in their work environment.

- E. Considering the significant investment that Training represents, the Company seeks an assurance in the form of this Agreement, to ensure that the Employee will not resign or cause to terminate his / her employment with the Company before the cost of the Training is amortized. Accordingly, the Employee as such has agreed to continue employment with the Company for a minimum period as set out in this Agreement.

NOW THEREFORE, in consideration of the foregoing and the respective representations, warranties, covenants and agreements set forth herein, and other good and valuable consideration, the receipt, adequacy and legal sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. The Employee confirms that the employment and Training are beneficial to the Employee and that the provisions of this Agreement are fairly and reasonably required for protection and preservation of the interest of the Company and is not penal in nature.
2. The Employee agrees that the Agreement is necessitated on account of the fact that the Employee has to undergo Training at the Company's cost, expense and time to acquire necessary technical and professional skills required for discharging duties and responsibilities as an employee, and the Employee hereby agrees to undergo and accept the Training as arranged by the Company as per terms and conditions of the Offer Letter and this Agreement. The Employee acknowledges that the Training shall immensely benefit and assist the Employee not only in his/her job duties and responsibilities at the Company but shall also significantly enhance his/her career prospects, both at the Company and outside of it.
3. The Employee hereby acknowledges and agrees that the Training will entail significant expenditure to the Company, including but not limited to, computer time, instructor time, supervisory time, software costs, travel and accommodation, the setting up and maintenance of general and special facilities for Training as well as for on-the-job skill enhancements, apart from the Employee's recruitment costs and salary & benefits during period of Training. For the purposes of this Agreement, the Training costs and related expenses are estimated by the Company to be INR 500,000.00 (Rupees Five Lakh only) ("**Training Costs and Expenses**"), which is hereby accepted and confirmed by the Employee.
4. The Employee agrees that as part of the Training, the Employee will study with all due care and diligence to the best of the Employee's ability and abide by and confirm to all the rules and regulations, policies, Terms and conditions of the Company in regard to Training hours, holidays, discipline and other conditions of the employment and/or Training or any directions given to Employee by the authorized representatives of the Company.
5. The Employee further agrees that during the period of Training, the Employee will abide by the instructions of the authorized representatives of the Company under whom the

Employee may from time to time be placed. The Company reserves to itself the right to modify or vary, the content and/or period of the Training, without assigning any reason whatsoever.

6. In consideration of the expenses incurred by the Company for the Employee's Training, enhancement of skillsets and other good and valuable consideration, the receipt of which is hereby acknowledged by the Employee, the Employee agrees to serve in employment of the Company for a minimum period of Twenty-Four (24) months (the "Commitment Term") from the date of the Employee joining the Company as an employee ("Joining Date"). Even if the Employee commits an act or omission with the intent to deliberately cause the Company to terminate his/her employment ("Employment Cessation"), the Employee shall be deemed to be in breach of the above obligation and the Commitment Term.
7. The Parties agree that Commitment Term represents the minimum period by which the Training Costs & Expenses would be amortized by the Company.
8. The Employee is aware that the Company has employed the Employee in view of the Employee's commitment to remain in the Company's employment during the entire Commitment Term and signing of this Agreement. The Employee recognizes and accepts that the Company would be put to substantial disadvantage, inconvenience, loss, etc., in the event of the Employee not serving the entire Commitment Term.
9. Accordingly, and notwithstanding anything to the contrary:
 - (i) in the event Employment Cessation occurs at any time but before completion of 12 months from the Joining Date, the Employee hereby agrees and undertakes to immediately reimburse to the Company the entire Training Costs and Expenses
 - (ii) in the event Employment Cessation occurs at any time after completion of 12 months but before completion of 18 months from the Joining Date, the Employee hereby agrees and undertakes to immediately reimburse to the Company 75% of the Training Costs and Expenses.
 - (iii) in the event Employment Cessation occurs at any time after completion of 18 months but before completion of 24 months from the Joining Date, the Employee hereby agrees and undertakes to immediately reimburse to the Company 50% of the Training Costs and Expenses.
10. Employee's liability to reimburse the Training Costs and Expenses as per Clause 9 above is without prejudice to the Company's other rights that it shall be entitled to receive under law or equity. Additionally, the Employee's liability to reimburse the Training Costs and Expenses as per Clause 9 above shall constitute a debt owed by the Employee to the Company and shall be recoverable by the Company from the Employee with interest thereon calculated at 12% per annum till realization. The Employee agrees that the

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Company shall at all times have lien over and the authority of deducting or appropriating towards the recovery of the Employee’s liability to reimburse the Training Costs and Expenses to the Company, by way of salary, arrears of salary and all other types of remuneration and terminal benefits. Such a right of recovery shall be without prejudice to the Company’s other rights that it shall be entitled to receive under law or equity.

11. The Employee further agrees to sign all such papers, documents, promissory notes, bank guarantee, undertakings and / or powers of attorney/letters of authority as the Company may require in this respect or under this Agreement.
12. The Parties further agree that this Agreement shall continue to be valid and in force even if the employment of the Employee ceases or is terminated at any time during the Commitment Term.
13. The Parties agree that (i) the failure to enforce any right against the Employee by the Company or (ii) any compromise made by the Company with the Employee for any violation of the terms in the Offer Letter, shall not constitute a waiver of the rights that the Company enjoys against the Employee under this Agreement or under the applicable laws.
14. It is hereby clarified that notwithstanding anything to the contrary, this Agreement shall not affect the Company’s right to terminate the employment of the Employee at any time, whether during the Commitment Term or anytime thereafter. It is also clarified that nothing in this Agreement prevents the Employee from leaving, resigning from, or terminating his/her employment with the Company (and accordingly this Agreement should not be construed as an employee bond) and that this.

Agreement stipulates only the monetary amounts that the Employee is liable and required to repay and/or reimburse to the Company in certain specific situations as envisaged in this Agreement.

15. The Employee agrees, recognizes, and acknowledges that:
 - 16.1.1 (i) he/she has been provided with a copy of this Agreement for review prior to signing it; (ii) he/she has reviewed it and that he/she understands the terms, purposes and effects of this Agreement; (iii) he/she has signed this Agreement only after having had the opportunity to seek clarifications; (iv) he/she has been given a signed copy of this Agreement for his/her own records; and (v) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her; and
 - 16.1.2 He/she is subject to no contractual restriction or obligation that will in any way limit his/her activities on behalf of the Company or prevent him/her from performing all or any of the obligations, terms and conditions of this Agreement.
16. The Parties agree that all notices under this Agreement shall be sent by a Party to the other Parties by acknowledgement receipt registered post and contemporaneous courier

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transmission or by email to the addresses as has been provided in the Offer Letter.

17. If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to persons, or circumstances other than those with respect to which it is held invalid shall not be affected.
18. The terms of this Agreement (read along with Offer Letter) are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and the Employee.
19. The Employee acknowledges and agrees that the Company may assign any of its rights under this Agreement to any person or entity. This Agreement is not assignable by the Employee.
20. No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right under this Agreement or under law. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.
21. No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initial led by all signatories to this Agreement.
22. All disputes arising between the Parties shall be settled under the provisions of the Arbitration and Conciliation Act 1996 of India. The Parties agree that the arbitration proceedings shall be conducted in Mumbai. Notwithstanding anything to the contrary, the Parties agree that this Agreement shall be construed and enforced in accordance with the laws of India, without giving effect to the conflict of law provisions thereof. Subject to the aforesaid, the courts in Mumbai shall have exclusive jurisdiction to resolve any disputes between the Parties that arise out of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the date written below by their own hand and seal or by their duly authorized representatives.

Employee

Signature:

Name:

Date:

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For Atyeti IT Services Private Limited, India

Signature:

DocuSigned by:
Shubhada Kale
E9FA1CFBB72F4D0...

Name: Shubhada Kale

Designation: Head of HR

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Date: 18th August 2023

Shivalay 39, Ganesh Nagar. Ota Vasahat, Near Shani Maruti Mandir, Erandwane, Pune 411038

Dear Ruchita Ingale,

We are pleased to extend you our employment offer to join Atyeti Services Pvt Ltd. for position of **Software Trainee** with a start date of **21st August 2023**, contingent upon successful completion of background check. We believe you will play an important role in our continued growth and success, and look forward to welcoming you to Atyeti family.

You will be reporting directly to **Ashutosh Buyre** at **WTC, Pune** although you may be required to perform your duties at other locations from time to time.

The terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in the Company's Employee Handbook ("the Handbook") and "Code of Conduct" and all applicable regulations and policies of the Company, form the basis of your employment.

Your total cost to company is **Rs.3,20,000/-**. Details of your compensation structure are enclosed in **Annexure A-Salary Break- up**. The company will review the salary on annual basis. Any change in salary will be notified in writing.

You are also eligible for company offered benefits which are mentioned under component information.

This offer is valid for three calendar days from the date issued. Hence, you are expected to accept or decline the offer. In case we don't receive any response from you within this time period this offer will stand withdrawn and will be considered as void. Any extension to the offer will be at the sole discretion of Atyeti.

We would like to extend a warm welcome and wish you a rewarding career with us!

Best Wishes,

DocuSigned by:
Shubhada Kale
E9FA1CFBB72F4D0...

Shubhada Kale

Head of HR
Contact: shubhada.kale@atyeti.com

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TERMS AND CONDITIONS OF EMPLOYMENT

This **Agreement** is made and entered into **18th August 2023**, between Atyeti IT Services Pvt Ltd, (the "Company") and **Ruchita Ingale** ("Employee").

1. Commencement of employment

You shall report to work at the Company's office on or before **21st August 2023**. In case you fail to join the company by the aforesaid date, you would be breaching the terms & conditions governing your employment with the company.

2. Designation & Location

You will be designated as **Software Trainee** with **Atyeti IT Services Private Limited, Pune, India**.

3. No other job commitment:

- a. You accept that you are being hired in accordance with the clauses and terms set forth in this Agreement, and officially state that you are not employed by any other company and that you are free of any commitment to any preceding employer. You agree that you are required to terminate your employment contract, including your notice period, or any other employment relationship with any preceding employer before the date on which this agreement takes effect. You agree that you are responsible for any work or employment dispute arising from a breach in this regard.
- b. While you are employed with Atyeti, you will not engage in any other employment, consulting, or other business activity (whether full-time or part-time) that would create a conflict of interest with the company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.
- c. You agree not to own or operate an independent commercial business, nor to trade for your own or another's benefit in Client's line of business.

4. Job Duties:

You agree to perform the assigned job and to do whatever else the Company instructs you to do, and to complete any assigned training. Owing to the mission critical assignments undertaken by the company, you may be required to work on weekdays/ paid / public holidays for the company, whenever called upon to do so.

5. Working Hours:

You will be required to work nine (9) hours per day Monday through Friday including a one (1) hour break for lunch. Further, depending on the work load and business requirements, at any given time, you may be required to work in shifts and/or during weekends. You may also be expected to travel to other locations at times outside of your official hours of work.

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6. Probation period:

Your employment will be subject to **3 Months** of probationary period. While on probation, you must serve two months of notice period if you decide to terminate the employment. If your performance is not satisfactory Atyeti may decide to terminate without any notice period. Subject to your performance and conduct being satisfactory, your employment will be confirmed with a confirmation letter after completion of your probation.

7. Buy Out:

If you are eligible for a Buyout option in your current organization as well as Atyeti has paid the amount for Buyout for early joining with Atyeti. In this scenario, if you decided to terminate your employment before one-year with Atyeti, you will have to return the Buyout amount else it will be adjusted with your full and final settlement.

8. Appraisals:

You are entitled to a yearly appraisal as per company policy. For more details please contact- hrpac@atyeti.com

9. Ownership of work:

Any product created, service rendered during the course of your employment, including but not limited to any intellectual property in relation thereto will be for and on behalf of the Company shall solely and exclusively belong to the Company. If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the company, such developments will be fully /communicated to the company and will remain sole right/property of the company.

10. Leave details:

- a. Annual Leave-** You will be entitled to 16 days annual leaves in every calendar year, subject to the HR Policy mentioned in employee handbook. The same will be calculated on pro-rata basis. These leaves will be in addition to public holidays.
- b. Sick Leave-** You will also be entitled to 8 sick leave in every calendar year, subject to the HR Policy mentioned in employee handbook. The same will be calculated on pro-rata basis.
- c. Maternity Leave-** Atyeti offers maternity leave benefit of 26 weeks. You can opt for 8 weeks of this benefit before childbirth and remaining post-childbirth.
- d. Paternity Leave-** Atyeti offers paternity leave of 5 days.

11. Termination of employment:

- a. Termination with Notice -** You are required to give an advance notice of 60 days in writing as your resignation from Employment. In the event of separation, the notice period applicable to the organization as well as the employee is 60 days.

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b. Termination without Notice - Company may terminate your employment immediately and without any notice due to serious misconduct, serious breach of employment rules as set out in employee handbook.

12. Confidentiality:

During your employment with the Company, you may learn trade secrets or confidential information, which relates to the Company and the Clients. Unless you are required to do so in the proper performance of your duties, you must not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company.

You also agree that details of your employment contract are strictly confidential between you and Atyeti. If you are unsure about the confidential nature of specific information, you must seek your manager’s advice and clarification. Please refer to the Confidentiality clause (Clause-) for detailed description.

13. Non-Competition and Non-Solicitation

During the period until one (1) year following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business (or otherwise deal in a manner adverse to the Company with) or provide any Software Engineering, consulting or programming services to any customer or end-user of any customer of the Company for which or for whose benefit you have provided services during your employment, either directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induced such employee to terminate his or her employment.

During the term if you are assigned with CLIENTS and for a period of 12 months after termination or expiration of your employment with the Company, you agree that you will not in any manner, either on your own behalf or on behalf of any other person or entity, directly or indirectly compete with COMPANY by soliciting the CLIENT in any department or any location globally for any opportunities.

For violations and restrictions please refer to Employee Handbook.

14. Safekeeping and Return of company property:

You will be responsible for the safekeeping and return in good condition of all of the Company's properties, which may be in your use or custody. Company shall have the right to deduct the monetary value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction.

15. Intellectual Property Rights:

You hereby agree that Atyeti shall own, on a perpetual, irrevocable, exclusive, royalty-free, fully-paid up, and world-wide basis, all right, title, and interest in, to, and under, including all Intellectual Property Rights throughout the world therein, all work product, both tangible and intangible, performed for the CLIENT, its Affiliates, or its or their clients or customers.

You acknowledge and agree that you may use the Client’s Materials solely for the benefit of Atyeti, its Affiliates, and the Services Recipients pursuant to this Agreement.

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16. Ownership of Client Data:

All Client Data is and shall remain the sole and exclusive property of Atyeti/Client. Without Atyeti’s approval (in its sole discretion), Contractor shall not use Client Data for any purpose other than to provide the Services.

17. Rights Granted:

To the extent that any of the Services provided hereunder by you result in your creation of any works that may be protected under the copyright law, including, but not limited to computer software programs, modules, training materials, development tools and/or written documentation, (hereinafter “Work”), each such Work shall be deemed specially commissioned by Atyeti and shall be considered a “work made for hire”, as defined in the India Copyright Act 1957.

18. Compliance:

Company’s rules, regulations and directions relating to employees, including the Group’s Code of Conduct, which are now or may hereafter be in force, will apply to you and will be strictly complied with by you. You should therefore acquaint yourself with all Company rules and policies, which are applicable to you.

19. Data Protection:

By signing this statement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records, and that the Company may use such information in the course of the Company's business. Please note that this may include transfer and storage of your personal information at offshore data storage facilities.

You agree that the Company may disclose information about you to other Group companies or third parties (including cross border transfers) if the Company considers that to do so is required for the proper conduct of the Company's business or that of any of its associates. This Clause applies to information held, used or disclosed in any medium.

20. Code of Conduct and Policies:

You agree to read, follow and to perform your job in compliance with the Company’s Code of Conduct and Anti-Money Laundering Policy, each as amended from time-to-time and with all other applicable “Rules”-laws, workplace safety rules, anti bribery rules including Trading Policy as governed by the Company’s Clients. If the Company has reason to believe you violated the Code of Conduct or a Rule, you agree to cooperate in any investigation and comply with any properly-imposed discipline including, but not limited to, immediate dismissal.

21. No Waiver Survival:

No delay by the Company in enforcing any Company right under this Agreement constitutes a waiver. Upon termination of this Agreement, some provisions will survive and will be enforceable going forward.

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22. Governing Law and Jurisdiction:

This Agreement is subject exclusively to the law of India, the courts at [insert location] depending on the place of work will have exclusive jurisdiction over any claims between the parties (that is, over disputes under this Agreement and also over disputes that do not implicate provisions in this Agreement).

23. Background Verification:

The Company reserves the right to conduct reference checks and background investigations on all employees. Employee’s employment with the Company is contingent to the successful completion of personal and professional references and background verifications. By signing this Agreement, Employee consents to all such background investigations and reference checks that would be carried out in relation to the Employee by the Company. Further, Employee also understands and agrees that in case of any false or inaccurate information provided by the Employee, non-disclosure of relevant and material information or unsatisfactory references/Background Verification Reports, Employee’s services will stand terminated forthwith.

24. Entire Agreement:

This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings. The Company reserves the right to change its policies from time to time. During your employment with the company, you shall be subject to all rules and regulations, as are made / amended by the company.

Please confirm your acceptance of the terms and conditions of employment by signing the attached copy of this letter. Kindly ensure that you also initial each page and any attachment hereto.

For detailed information please refer to Company policies, which are subject to change from time to time.

For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.

Acceptance:

I, _____ accept the employment on the above terms and conditions.

I confirm that I will report to work on _____, which shall constitute the date of commencement of my employment with the company. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Candidate Signature:

Date:

Place:

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Remuneration and Allowance Details

Details of your remuneration and other benefits are provided in Annexure A. Your salary will be paid monthly directly into your personal account. If you join the Company in the middle of the month, your fixed pay will be pro-rated

ANNEXURE A	
Employee Name:	Ruchita Ingale
Designation:	Software Trainee

SR NO	COMPONENTS	MONTHLY AMOUNTS (₹)	ANNUAL AMOUNTS (₹)
1	Basic Pay	10,667	1,28,000
2	House Rent Allowance	5,333	64,000
3	Leave Travel Allowance	1,067	12,800
4	Food Allowance	2,200	26,400
5	Special Allowance	1,948	23,371
4	Employer's Contribution to PF	1,800	21,600
A	FIXED COMPENSATION	23,014	2,76,171
B	ASSOCIATION REWARD*	-	10,000
C	GROSS COMPENSATION	23,014	2,86,171
D	PROVISION FOR GRATUITY	513	6,154
1	Group Medical Insurance	2,099	25,185
2	Life Insurance Coverage	208	2,490
E	INSURANCE	2,306	27,675
COST TO COMPANY		25,833	3,20,000

COMPONENT INFORMATION

SR NO	COMPONENT	DESCRIPTION
1	GRATUITY	Employee is eligible for gratuity on separation after minimum 4 years and 6 months of continuous service excluding unpaid leaves, payable as per Payment of Gratuity Act.
2	LIFE INSURANCE COVERAGE	Employee's nominee/nominees would be eligible to receive a sum of Maximum benefit of Rs. 10 lakhs as per the company policy.
3	GROUP MEDICAL INSURANCE	Employee and Dependent family (Spouse, 2 children, Parents, or In-laws are covered under Group Mediclaim Insurance Policy). Maximum benefit of Rs. 5 lakhs as per the company policy.

- I. The amount for reimbursements under Flexi Basket can be decided by you.
- II. Upon completion of a year with an organization, an association reward will be paid.
- III. Company contributes a maximum of ₹ 1800 towards the Employees Provident Fund Scheme. Computation is 12% of basic wages capped at ₹ 15000/- per month under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The Company also deducts an equal amount and remits the contribution of the employee to the Employees Provident Fund from the salary payable to him/her. However, the employee can opt to increase the Employee PF contribution through VPF contributions.
- IV. Income tax, Professional tax & LWF will be deducted as per the applicable tax rates. Your salary is strictly confidential.
- V. Any outstanding dues to you will be subject to applicable deductions for any overpayments, loans or advances made to you by the company.
- VI. Employee Benefits
The employee while performing his/her routine work may have to encounter expenses that are essential for achieving the business objectives. The organization shall be liable to pay back such expenses to the employee and approved by the Company which are of the following nature:
 - (a) Expenses for entertainment, travel, meals, and hotel accommodations, upon submission by him of vouchers or receipts maintained and provided to the Company in compliance with such rules and policies relating thereto as the Company may from time to time adopt.
 - (b) Access to canteen/cafeteria for refreshments while performing official duty without any payment.
 - (c) Other Miscellaneous expenses related to the official duty.

ACCIDENTAL DEATH COVER

As a part of Corporate Salary Account with HDFC Bank, Employees Personal Accident Death Coverage of Rs. 5 lakhs and Air Accidental Death Cover of Rs. 25 lakhs on Salary Account.

RELOCATION COVER

Employee will be eligible to receive a one-way travel charge (flight/train/bus) with 5 days 4 nights stay in hotel. For more details on process and procedures, please contact - hrpac@atyeti.com

TRAINING & DEVELOPMENT PROGRAMME

Company offers a comprehensive training and upskilling program for all employees. Certification: Certification reimbursement shall be processed for only prior approved requests and only. Upon successful completion of the same. Failed certifications shall not be reimbursed. For more details on process and procedures, please contact - hrpac@atyeti.com

USA- Princeton 125 Village Blvd, Suite 320 Princeton NJ 08540 Phone 609-921-9539	UK- London 32, 19-21 Crawford Street London W1H 1PJ United Kingdom Phone +44 799-004-2567	India – Pune Level 9, Tower 2 World Trade Center Kharadi Pune 411014 Phone 7770093306	India - Hyderabad WeWork, 6 th Floor, Krishe Emerald Kondapur Main Road, Whitefields Kondapur, Hyderabad 500081 Phone 9100936687	OTHER LOCATION SWITZERLAND SINGAPORE POLAND
www.atyeti.com				

TRAINING AGREEMENT

This Training Agreement ("**Agreement**") is made and executed on 18th August 2023 at Pune.

by and between:

Ms. Ruchita Ingale, D/o. Mr. Satish Liladhar Ingale, permanent resident of Flat no-06, Golden Sand Plaza, Radhakrishna Nagar, Bahadurshaikh Naka, Chiplun, Ratnagiri, 415605 and presently residing at Shivalay 39, Ganesh Nagar, Ota Vasahat, Near Shani Maruti Mandir, Erandwane, Pune 411038 (hereinafter referred to as the "Employee")

And

Atyeti IT Services Private Limited, India, a company incorporated under the Companies Act, 1956 with its registered office at Level 7, Maximus Tower, Building 2A, Mindspace, Hi Tec City, Hyderabad - 500081, Telangana, India

The Employee and the Company are also referred to as the "**Party**" in the singular and as the "**Parties**" in the collective.

WHEREAS:

- A. The Company is an entity engaged in the business of providing Information Technology, software development and other related activities and for the purpose of attaining its objects, the Company requires Employee to be employed to further the business of the Company.
- B. The Employee has been offered employment with the Company vide an Employment Offer Letter dated **18th August 2023** (the "**Offer Letter**") issued by the Company to the Employee. The Employee has agreed to be bound by the terms and conditions in the Offer Letter.
- C. Pursuant to the terms of the Offer Letter, to meet the requirements of employment, the Employee is, as a condition of employment with the Company, required to undergo necessary and specialized training and/or on-the-job skill enhancement (under expert guidance) in software development and/ or related areas as necessary and/ or relevant to Employee's duties and responsibilities at the Company. Further, the Employee understands and has agreed that he/she is required to undergo and clear the mandatory 'Entry Level Certification Training Test' and/ or any other certification test as will be prescribed by the Company, in first attempt. The said training and on-the-job skill enhancement is hereinafter collectively referred to as "**Training**".
- D. The Company has a reasonable expectation that the Employee will apply on the job knowledge and skills learnt by him as a result of the Training, as well as share this knowledge with other employees, whenever possible, to maximize the positive impact of the skills learnt as part of the Training in their work environment.

- E. Considering the significant investment that Training represents, the Company seeks an assurance in the form of this Agreement, to ensure that the Employee will not resign or cause to terminate his / her employment with the Company before the cost of the Training is amortized. Accordingly, the Employee as such has agreed to continue employment with the Company for a minimum period as set out in this Agreement.

NOW THEREFORE, in consideration of the foregoing and the respective representations, warranties, covenants and agreements set forth herein, and other good and valuable consideration, the receipt, adequacy and legal sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. The Employee confirms that the employment and Training are beneficial to the Employee and that the provisions of this Agreement are fairly and reasonably required for protection and preservation of the interest of the Company and is not penal in nature.
2. The Employee agrees that the Agreement is necessitated on account of the fact that the Employee has to undergo Training at the Company's cost, expense and time to acquire necessary technical and professional skills required for discharging duties and responsibilities as an employee, and the Employee hereby agrees to undergo and accept the Training as arranged by the Company as per terms and conditions of the Offer Letter and this Agreement. The Employee acknowledges that the Training shall immensely benefit and assist the Employee not only in his/her job duties and responsibilities at the Company but shall also significantly enhance his/her career prospects, both at the Company and outside of it.
3. The Employee hereby acknowledges and agrees that the Training will entail significant expenditure to the Company, including but not limited to, computer time, instructor time, supervisory time, software costs, travel and accommodation, the setting up and maintenance of general and special facilities for Training as well as for on-the-job skill enhancements, apart from the Employee's recruitment costs and salary & benefits during period of Training. For the purposes of this Agreement, the Training costs and related expenses are estimated by the Company to be INR 500,000.00 (Rupees Five Lakh only) ("**Training Costs and Expenses**"), which is hereby accepted and confirmed by the Employee.
4. The Employee agrees that as part of the Training, the Employee will study with all due care and diligence to the best of the Employee's ability and abide by and confirm to all the rules and regulations, policies, Terms and conditions of the Company in regard to Training hours, holidays, discipline and other conditions of the employment and/or Training or any directions given to Employee by the authorized representatives of the Company.
5. The Employee further agrees that during the period of Training, the Employee will abide by the instructions of the authorized representatives of the Company under whom the

Employee may from time to time be placed. The Company reserves to itself the right to modify or vary, the content and/or period of the Training, without assigning any reason whatsoever.

6. In consideration of the expenses incurred by the Company for the Employee's Training, enhancement of skillsets and other good and valuable consideration, the receipt of which is hereby acknowledged by the Employee, the Employee agrees to serve in employment of the Company for a minimum period of Twenty-Four (24) months (the "Commitment Term") from the date of the Employee joining the Company as an employee ("Joining Date"). Even if the Employee commits an act or omission with the intent to deliberately cause the Company to terminate his/her employment ("Employment Cessation"), the Employee shall be deemed to be in breach of the above obligation and the Commitment Term.
7. The Parties agree that Commitment Term represents the minimum period by which the Training Costs & Expenses would be amortized by the Company.
8. The Employee is aware that the Company has employed the Employee in view of the Employee's commitment to remain in the Company's employment during the entire Commitment Term and signing of this Agreement. The Employee recognizes and accepts that the Company would be put to substantial disadvantage, inconvenience, loss, etc., in the event of the Employee not serving the entire Commitment Term.
9. Accordingly, and notwithstanding anything to the contrary:
 - (i) in the event Employment Cessation occurs at any time but before completion of 12 months from the Joining Date, the Employee hereby agrees and undertakes to immediately reimburse to the Company the entire Training Costs and Expenses
 - (ii) in the event Employment Cessation occurs at any time after completion of 12 months but before completion of 18 months from the Joining Date, the Employee hereby agrees and undertakes to immediately reimburse to the Company 75% of the Training Costs and Expenses.
 - (iii) in the event Employment Cessation occurs at any time after completion of 18 months but before completion of 24 months from the Joining Date, the Employee hereby agrees and undertakes to immediately reimburse to the Company 50% of the Training Costs and Expenses.
10. Employee's liability to reimburse the Training Costs and Expenses as per Clause 9 above is without prejudice to the Company's other rights that it shall be entitled to receive under law or equity. Additionally, the Employee's liability to reimburse the Training Costs and Expenses as per Clause 9 above shall constitute a debt owed by the Employee to the Company and shall be recoverable by the Company from the Employee with interest thereon calculated at 12% per annum till realization. The Employee agrees that the

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Company shall at all times have lien over and the authority of deducting or appropriating towards the recovery of the Employee’s liability to reimburse the Training Costs and Expenses to the Company, by way of salary, arrears of salary and all other types of remuneration and terminal benefits. Such a right of recovery shall be without prejudice to the Company’s other rights that it shall be entitled to receive under law or equity.

11. The Employee further agrees to sign all such papers, documents, promissory notes, bank guarantee, undertakings and / or powers of attorney/letters of authority as the Company may require in this respect or under this Agreement.
12. The Parties further agree that this Agreement shall continue to be valid and in force even if the employment of the Employee ceases or is terminated at any time during the Commitment Term.
13. The Parties agree that (i) the failure to enforce any right against the Employee by the Company or (ii) any compromise made by the Company with the Employee for any violation of the terms in the Offer Letter, shall not constitute a waiver of the rights that the Company enjoys against the Employee under this Agreement or under the applicable laws.
14. It is hereby clarified that notwithstanding anything to the contrary, this Agreement shall not affect the Company’s right to terminate the employment of the Employee at any time, whether during the Commitment Term or anytime thereafter. It is also clarified that nothing in this Agreement prevents the Employee from leaving, resigning from, or terminating his/her employment with the Company (and accordingly this Agreement should not be construed as an employee bond) and that this.

Agreement stipulates only the monetary amounts that the Employee is liable and required to repay and/or reimburse to the Company in certain specific situations as envisaged in this Agreement.

15. The Employee agrees, recognizes, and acknowledges that:
 - 16.1.1 (i) he/she has been provided with a copy of this Agreement for review prior to signing it; (ii) he/she has reviewed it and that he/she understands the terms, purposes and effects of this Agreement; (iii) he/she has signed this Agreement only after having had the opportunity to seek clarifications; (iv) he/she has been given a signed copy of this Agreement for his/her own records; and (v) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her; and
 - 16.1.2 He/she is subject to no contractual restriction or obligation that will in any way limit his/her activities on behalf of the Company or prevent him/her from performing all or any of the obligations, terms and conditions of this Agreement.
16. The Parties agree that all notices under this Agreement shall be sent by a Party to the other Parties by acknowledgement receipt registered post and contemporaneous courier

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transmission or by email to the addresses as has been provided in the Offer Letter.

17. If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to persons, or circumstances other than those with respect to which it is held invalid shall not be affected.
18. The terms of this Agreement (read along with Offer Letter) are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and the Employee.
19. The Employee acknowledges and agrees that the Company may assign any of its rights under this Agreement to any person or entity. This Agreement is not assignable by the Employee.
20. No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right under this Agreement or under law. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.
21. No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initial led by all signatories to this Agreement.
22. All disputes arising between the Parties shall be settled under the provisions of the Arbitration and Conciliation Act 1996 of India. The Parties agree that the arbitration proceedings shall be conducted in Mumbai. Notwithstanding anything to the contrary, the Parties agree that this Agreement shall be construed and enforced in accordance with the laws of India, without giving effect to the conflict of law provisions thereof. Subject to the aforesaid, the courts in Mumbai shall have exclusive jurisdiction to resolve any disputes between the Parties that arise out of this Agreement.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the date written below by their own hand and seal or by their duly authorized representatives.

Employee

Signature:

Name:

Date:

USA- Princeton 125 Village Blvd, Suite 320 Princeton NJ 08540 Phone 609-921-9539	UK- London 32, 19-21 Crawford Street London W1H 1PJ United Kingdom Phone +44 799-004-2567	India – Pune Level 9, Tower 2 World Trade Center Kharadi Pune 411014 Phone 7770093306 www.atyeti.com	India - Hyderabad WeWork, 6 th Floor, Krishe Emerald Kondapur Main Road, Whitefields Kondapur, Hyderabad 500081 Phone 9100936687	<u>OTHER LOCATION</u> SWITZERLAND SINGAPORE POLAND
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For Atyeti IT Services Private Limited, India

Signature:

DocuSigned by:
Shubhada Kale
E9FA1CFBB72F4D0...

Name: Shubhada Kale

Designation: Head of HR

USA- Princeton 125 Village Blvd, Suite 320 Princeton NJ 08540 Phone 609-921-9539	UK- London 32, 19-21 Crawford Street London W1H 1PJ United Kingdom Phone +44 799-004-2567	India – Pune Level 9, Tower 2 World Trade Center Kharadi Pune 411014 Phone 7770093306 www.atyeti.com	India - Hyderabad WeWork, 6 th Floor, Krishe Emerald Kondapur Main Road, Whitefields Kondapur, Hyderabad 500081 Phone 9100936687	<u>OTHER LOCATION</u> SWITZERLAND SINGAPORE POLAND
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Ref: DFCL/BTECH/GET/2023

Date: 13/04/2023

To
Mr. Afif Bakar,
Contact: 9764349266,
Mail id: afifbakar317@gmail.com.

Dear Mr.Afif,

GRADUATE ENGINEER TRAINEE

At the outset, we congratulate you on your being selected for the position of Graduate Engineer Trainee (GET) in Deccan Fine Chemicals India Private Limited.

Further to your interview with our team at the campus of **Dr BATU, Lonere** we are pleased to induct you as Graduate Engineer Trainee at our **Corporate Office, Hyderabad** on the following terms & conditions:

SCHEME: The objective of the scheme is to train, develop and groom young fresh graduates in Chemical field gradually into *FUTURE LEADERS* of our organization at various locations with clear career path subject to performance of the individual and requirement of the organization.

TRAINING & DURATION: The company will be pleased to impart training to you in various aspects / activities / operations of Chemical manufacturing during a period of 12 months **w.e.f.** _____. Depending on the level of your learning, you will be absorbed in the specific operation based on your attitude and company's requirements.

ASSESSMENT OF TRAINING & EXTENSION: Your learning levels will be assessed every 3 months during the training period. In case your learning levels during the initial 12 months is not upto the mark, we will give further opportunity to improve your learning levels by extending the training period by another 3 months. Still if your understanding of the subject doesn't come upto the mark, you will be relieved with a Certificate of Training to facilitate employment elsewhere.

TRAINING COMPENSATION & COMMITMENT: We are pleased to offer you a **CTC of Rs.3,60,000/-** as a **fixed component** during the initial training of 12 months or extended period, as the case may be.

On continuing the services of the company without any break for a period of 24 months you are eligible for a onetime retention pay which is apart from the above mentioned components. You will be paid **upto Rs.**

40,000/- (Forty thousand rupees) towards your **Retention Incentive**. Aforesaid amount will be paid after successful completion of 24 months of the service with Deccan.

As a part of the GET scheme Deccan will invest lot of man hours, training materials, trainers fee & travel expenses towards your training activities which will consume the company's monetary resources. Deccan would like to provide this opportunity only to the committed candidates towards their career and Industry. If the candidate intends to leave Deccan before completion of 24 months of continuous service, candidate needs to reimburse the expenses spent towards the training costs around Rs.1,00,000/- and serve the mandatory notice period of 3 months from the date of resignation to get relieved as per the GET scheme terms & conditions.

CAREER PATH: In the interest of your own career and business requirements of the organization, based on your qualification, performance and on the job contributions, you will be taken through challenging career path. This shall, however, be subject to there being specific vacancies in the organization at any point of time.

POLICIES, DISCIPLINE & DECORUM: On association with Deccan, you shall be governed by the discipline, rules & regulations and other policy guidelines applicable to other employees of the organization. During the period of training you are expected to keep up good discipline, decorum of the organisation and ensure that the organization's reputation is always upheld.

ACCEPTANCE OF TERMS & CONDITIONS: You are requested to sign the duplicate of this letter in token of your acceptance of the above Offer and other Terms & Conditions of Training / Employment with us.

Deccan Fine Chemicals India Private Limited welcomes you aboard for a committed learning and excellent growth opportunities to shape yourself into a *FUTURE LEADER!*

With Best Regards,

For Deccan Fine Chemical India Private Limited.,

Above offer, Terms & Conditions accepted.



Authorized Signatory

.....

Copy to Placement Cell **Dr BATU, Lonere** and respective unit HRD.

Ref: DFCL/BTECH/GET/2023

Date: 13/04/2023

To
Mr. Ayush Fasate,
Contact: 7709339970,
Mail id: ayushfasate912002@gmail.com.

Dear Mr.Ayush,

GRADUATE ENGINEER TRAINEE

At the outset, we congratulate you on your being selected for the position of Graduate Engineer Trainee (GET) in Deccan Fine Chemicals India Private Limited.

Further to your interview with our team at the campus of **Dr BATU, Lonere** we are pleased to induct you as Graduate Engineer Trainee at our **Tuni** factory location, Andhra Pradesh on the following terms & conditions:

SCHEME: The objective of the scheme is to train, develop and groom young fresh graduates in Chemical field gradually into *FUTURE LEADERS* of our organization at various locations with clear career path subject to performance of the individual and requirement of the organization.

TRAINING & DURATION: The company will be pleased to impart training to you in various aspects / activities / operations of Chemical manufacturing and **Distributed Control System(DCS)** during a period of 12 months **w.e.f.** _____. Depending on the level of your learning, you will be absorbed in the specific operation based on your attitude and company's requirements.

ASSESSMENT OF TRAINING & EXTENSION: Your learning levels will be assessed every 3 months during the training period. In case your learning levels during the initial 12 months is not upto the mark, we will give further opportunity to improve your learning levels by extending the training period by another 3 months. Still if your understanding of the subject doesn't come upto the mark, you will be relieved with a Certificate of Training to facilitate employment elsewhere.

TRAINING COMPENSATION & COMMITMENT: We are pleased to offer you a **CTC of Rs.3,40,000/-** as a **fixed component** during the initial training of 12 months or extended period, as the case may be.

As a part of the GET scheme Deccan will invest lot of man hours, training materials, trainers fee & travel expenses towards your training activities which will consume the company's monitory resources. Deccan would like to provide this opportunity only to the committed candidates towards their career and Industry.



If the candidate intends to leave Deccan before completion of 24 months of continuous service, candidate needs to reimburse the expenses spent towards the training costs around Rs.1,00,000/- and serve the mandatory notice period of 3 months from the date of resignation to get relieved as per the GET scheme terms & conditions.

CAREER PATH: In the interest of your own career and business requirements of the organization, based on your qualification, performance and on the job contributions, you will be taken through challenging career path. This shall, however, be subject to there being specific vacancies in the organization at any point of time.

POLICIES, DISCIPLINE & DECORUM: On association with Deccan, you shall be governed by the discipline, rules & regulations and other policy guidelines applicable to other employees of the organization. During the period of training you are expected to keep up good discipline, decorum of the organisation and ensure that the organization's reputation is always upheld.

ACCEPTANCE OF TERMS & CONDITIONS: You are requested to sign the duplicate of this letter in token of your acceptance of the above Offer and other Terms & Conditions of Training / Employment with us.

Deccan Fine Chemicals India Private Limited welcomes you aboard for a committed learning and excellent growth opportunities to shape yourself into a *FUTURE LEADER!*

With Best Regards,

For Deccan Fine Chemical India Private Limited.,



Authorized Signatory

Above offer, Terms & Conditions accepted.


.....

Copy to Placement Cell **Dr BATU, Lonere** and respective unit HRD.

Letter of Appointment

Dear,

Ms. Jagruti Khatal

Date: 1st July 2023

Congratulations...!!!

Welcome to our Organization...!!

With reference to your Interview with our Management for the captioned post with subsequent discussion, The Management is pleased to appoint you as **Trainee Engineer – Plant Design & Piping** for our company & your appointment shall be subject to the following terms & conditions –

The Appointment Terms & Condition are as follows:

Date of appointment: You will be appointed as **Trainee Engineer – Plant Design & Piping** with effective from **1st July 2023**.

Probation Period & Working location: Your probation period will be of **Six months** from the date of your joining and however, after the said period, it can be extended on a mutual basis at the discretion of the management & company HR Policy for a further period for next 3 Months depends on performance solely. In this capacity, your working location will be presently posted at our **-HO, Pune** and will report to all Management or & any other person nominated by the company policy from time to time. However, your services could be transferred to any other Departments/ Divisions of the Company in India or outside of India. Notwithstanding your appointment in this company, your services could be reassigned to any other company.

Salary Per/Annum: During the offered employment, you will be entitled to get consolidated amount – **CTC of Rs.2,16,000/- per/annum**. That the bifurcation of your salary into various heads is at the sole discretion of the Management.

The Management is further empowered to re-structure your salary at any time in future at its sole discretion. A detailed **Salary break-up Annexure-I** is attached there in.

- A. **Standing Orders:** You shall observe all rules and regulations of the company & abide by the terms and conditions of the standing orders and the rules and regulations of the company as in force from time to time of company HR Policy.
- B. **To Obey Orders and Directions of the Management:** You shall obey the orders, directions of the Management of the company only.
- C. **Notice Period:** Notice period will be of **2 Month**; no salary will be generated if notice period is not completed. If employee is not able to serve the notice period then he/she need to pay off for the same to the company.
- D. **Employee Termination Policy:** This employment appointment can be terminated by giving **30 days'** notice period.
- E. **Employee CTC / Salary Non-discloser, confidentiality & integrity Policy:** In the tenure of this employment period, employee has to keep his salary / CTC confidential, if it gets disclosed by respective employee in company premise, immediate action will get taken by HRD & Managements desk according to company HR Policy.
- F. **Intimation of Change / Updating about New HR Policy to Employee:** As company & management reserves the rights to change / update any HR policy, rules & regulations from company HR policy any time as per change in law / company circumstances / industry or market conditions. So, Employee will get prior intimation about Change / Updating about New HR Policy & its implementation period / effective date in organization from time-to-time.

MAHARASHTRA STATE POWER GENERATION CO. LIMITED



Maharashtra State Power Generation Co. Ltd.

Office of Chief Engineer,
Gas Turbine Power Station,
Uran- 400702, District- Raigad,
(Maharashtra State), India .
TEL No: (022)27222285
Email: ce@gtpsuran@mahagenco.in



स्वातंत्र्याचा अमृत महोत्सव

DATE:- 04 JUL 2023

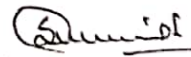
No.GTPS/CE/Research Assistants/ 2990 /

To,
Tejal Dinesh Sonawane,
B.Tech.Civil Engg,
Dr. BATU Lonere

Sub:- Permission to perform research project at GTPS Uran.

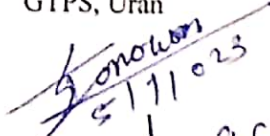
We are pleased to inform that we accept your request to work as Research Assistant (UG) at GTPS Uran on following terms and conditions.

- You are required to join us for an assignment as Research assistant(UG) on or before 10th July 2023.
- You will be entitled for the stipend of Rs.20000/-per month.
- The Research assistant shall be physically fit to work in the power plant & produce medical certificate of fitness from a Registered Medical practitioner (MBBS) at the time of joining.
- The Research assistant will not get any type of travel allowance or any other allowance except fixed stipend.
- The Research assistant will get Required data/parameters from respective Power station. However the data should remain confidential.
- The accommodation facility can not be provided to Research Assistant.
- The Research assistant shall follow the rules & regulations in this power station of MAHAGENCO w.r.t. safety & security.
- The Research assistant is not entitled for any compensation, what so ever under any circumstances, for any mishap within outside the plant premises.
- The Research assistant is meant to work on research topic mutually agreed. He/She may observe all required operation and maintenance activities as part of his/her research work. But, under no circumstances he/she should get involved directly in any operation or maintenance activity.
- All other details of you assignment will be discussed by your Supervising Engineer on your joining.
- The you will not claim for Job in Maharashtra considering this period as Research assistant.
- The monthly stipend will be deposited in SBI and,you will have to open bank account in State bank of India GTPS Uran branch.
- You will have to pay Rs 1000/-one time for accidental insurance policy in SBI.
- You will have to submit a notarised bond on Rs 100/-stamp paper as per terms and conditions in the enclosed format.
- If the above conditions are agreed. You may join as Research assistant at GTPS Uran on or before 10/07/2023.


Chief Engineer 04/07/2023
GTPS, Uran

Copy to f.w.es to:-
TPO, Dr BATU Lonere

Copy to:-1)Suptd. Engineer-I/II ,GTPS, Uran
2)Assistant General Manager(HR),GTPS Uran
3)Additional Executive Engineer (Training/FQAD)
4)Sr Manager(Security),GTPS Uran


Received accepted
and going to join on
7th July 2023

Smit Patil.
Dr. Babasaheb Ambedkar Technological University
Lonere.

PRE-PLACEMENT LETTER OF INTENT FOR GRADUATE ENGINEER TRAINEE (GET)

Dear Smit,

Congratulations on your selection as a **Graduate Engineer Trainee (GET)** with Adani Group.

You have been selected for Adani Electricity Mumbai Limited. Your posting will be at Dahanu.

The general terms and conditions of your appointment would be as follows:

1. This letter of intent is valid subject to you passing the qualifying exam with an aggregate 60% or above marks or with an equivalent grade, without any pending backlog/ATKT, and being found medically fit at the time of joining.
2. There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee.
3. The detailed breakup of the CTC is given as per Annexure-A.
4. Your CTC will be changed only on the basis of merit increases based on your performance appraisal. Offered CTC will not change on the basis of your job or business transferred to another location within two years of your joining. (Refer to clause 6 of Annexure-B).
5. Other terms and conditions for this job offer are enclosed in Annexure-B.
6. You are required to present documents as mentioned in Annexure-C in original at the time of joining. In the event of any deviation, you may submit the explanation to the satisfaction of management, failing which the management shall have the liberty to cancel the LOI if deemed necessary.

Please read and confirm your acceptance by e-mail within two working days of receipt of this Letter of Intent (LOI).

We wish you all the best and welcome you to be a part of Adani Parivar.

Yours sincerely.

For Adani Electricity Mumbai Limited.



Authorised Signatory

Sanjeev Muramkar

Annexure A

Name **Smit Patil**

Salary Components	Monthly	Annual
Basic Salary	Rs. 21,667	Rs. 2,60,000
House Rent Allowance	Rs. 10,833	Rs. 1,30,000
Special Personal Allowance	Rs. 18,025	Rs. 2,16,294
Bonus	Rs. -	Rs. -
Provident Fund (Co.'S Contribution)	Rs. 2,600	Rs. 31,200
Gratuity (As Per Act)	Rs. 1,042	Rs. 12,506
Variable Pay*	Rs. -	Rs. -
Cost To Company	Rs. 54,167	Rs. 6,50,000

Note –

Company Owned Accommodation:

1. An amount equivalent to Rs. 50/- per day is being deducted against trainee stay facility (COA). The same will be restructured against the Special Personal Allowance.
2. Since the COA is provided to GET, they shall not be eligible to opt HRA option for tax saving purpose under CTC. The applicable perquisite will also get deducted from their CTC against CoA

For Adani Electricity Mumbai Limited.



Authorised Signatory
Sanjeev Muramkar

Annexure B

General Terms & Condition

1. INCREMENTS

Increment and promotion are entirely merit-based, depending on your performance and abilities and shall always be dependent on the sole discretion and judgment of the Management of the company.

2. STATUTORY AND OTHER BENEFITS

You will be eligible for various benefits such as leave, provident fund & Gratuity (as per the Act) etc. as per the policies of the Company as per your grade/level as amended from time to time. As per policy, you will be covered under Group Mediclaim schemes.

3. ACCOMMODATION

You will be responsible for your accommodation unless otherwise agreed by Company in writing in Annexure-A.

4. STATUTORY AND ANY OTHER DEDUCTIONS

All statutory deductions in respect of Professional Tax, Income tax and employees' contributions of PF / Pension Fund and ESI (if applicable) will be affected by the salary payable to you.

5. NO CONFLICT

You will devote full time to the work of the company and shall not undertake any direct/indirect business or work, honorary or remunerative, except with the permission of the Management.

Also, you shall not seek membership in any local or public bodies without first obtaining written permission from the management.

6. WORK LOCATION AND TRANSFERABILITY

Your place of appointment will be at present at «Mumbai». However, you are liable to be transferred to another department, post or place whether in existence or coming into existence hereafter, either at the place of posting or at any other place where the management may establish/open its branch later on. You are also liable to be transferred to any station and in any company in which Adani Group or any of its holding/subsidiary companies have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you and you will be deemed to be in the continuity of service (unless prevented by some legal depravity) and all previously accrued social security benefits would ensue and passed on in your favour in the transferred company.

7. RULES, REGULATIONS & GOVERNANCE

During employment, you will be bound by the company's rules and regulations, framed and enforced from time to time. The company reserves the right to amend or alter these at its discretion, without any notice thereof and these will be deemed as rules and regulations in terms of your employment.

8. MAINTAINING DIGNITY, LOYALTY AND COMPANY INTEREST

Company holds in high esteem, the dignity and respect for human rights at the workplace and expects you to adopt the humane approach in dealing with employees and stakeholders in your area of work and carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount. You will abide by the tenets of POSH policy (Prevention of Sexual Harassment at workplace) of the company in letter and spirit.

9. CONFIDENTIALITY

The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone not authorized for the same. You hereby give an undertaking that during employment you will not take out any copies whatsoever of drawings, plan specifications, reports or any written statements either prepared by you or by any other employee of the company and will not disclose, divulge or communicate to any person(s) whomsoever, any information/business data of a secret or confidential nature regarding trade or business of the company or to any of the matters mentioned above including methods, processes or appliances used by the company, failing which appropriate action would be taken, including dispensing with your services.

10. PRINT, DIGITAL AND SOCIAL MEDIA INTERACTION

You will not interact with the media - print, electronic and social media or otherwise;

- i. India or overseas, during or outside work hours, either in a personal capacity or on behalf of the Company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory or those specified by the Management is prohibited.
- ii. Disclosure of information on proceedings of meetings (board/ committee/ internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
- iii. You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage/ discrimination.
- iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies, and processes, you must take the approval of the Management before its release.
- v. Any violation of the Company's media policy, is tantamount to a breach of the terms & conditions of employment and may result in termination of the contract of service.

11. INTELLECTUAL PROPERTY RIGHTS AND IT'S OWNERSHIP

You will disclose to the Company forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall absolutely/exclusively be the property of the company. You can be directed to apply at the Company's expense for the latter's Patent, Licenses or other rights, privileges or protection in respect of any such discovery, invention, process or improvement for accrual of benefits to the company and you will execute and do all instruments, acts, deeds and things, which may be required for assigning, transferring or otherwise vesting the same and all accruing benefits in company's favour or such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.

12. NON-SOLICITATION AND NON-COMPETE

You shall not at any time during the tenure of your employment with the Company and thereafter, directly or indirectly solicit or attempt to solicit the Company's and/or any of its subsidiaries and/or its affiliates and /or group Companies' personnel to leave the employment of the Company and/or its subsidiaries and/or its affiliates. You have further agreed that you will not engage in soliciting business or allied business that in any way, similar, identical, or competitive with the business, activities, or services of the Company or with those customers with whom you may have contact during your employment with the Company and for a period of one year after your employment ceases with the company.

13. PROPER MAINTENANCE AND SAFE CUSTODY OF COMPANY'S PROPERTIES

You will be responsible for the safekeeping and proper maintenance of the company's properties and shall return in good condition and well in order, all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the estimated cost/damages of all such materials from you and to take such other action as it deems fit and proper in the event of failure to account for such material or property to its satisfaction.

14. INFORMATION TO COMPANY ON PERSONAL RECORD CHANGES

You will be responsible to communicate in writing to Management about any change of address, professional qualification or any other particulars including your family members already given by you in the application form.

15. SAFETY

The company is committed towards occupational health, safety and well-being of its employees and always strive for zero workplace injuries and occupational illness and influences employee behaviour so that safety becomes a way of life both on and off the job.

The Company requires you to comply with all health, safety and environment standards that apply to your workplace. It is expected that you shall,

- i. Read, and understand the Company's Safety and Environment Policies and other Company policies.
- ii. Follow all Company safety and health rules and regulations, and wear or use prescribed protective equipment while working.
- iii. Follow safe work practices for your job, as directed by your superior.
- iv. Report any job-related injury or illness to your supervisor, superior or safety committee.
- v. Report hazardous conditions to your supervisor, superior or safety committee.
- vi. Be accountable for your safety performance.
- vii. Be obliged to stop a job or decline to perform a job if it is not safe or cannot be performed safely.

16. SMOKING

- i. Smoking is discouraged and prohibited in all open areas and buildings of the Adani Business Sites / Locations except in areas that are specifically designated as smoking areas.
- ii. Any contravention of the smoking rules will result in strict disciplinary action.

17. SUBSTANCE ABUSE

- i. Unauthorized possession, distribution, consumption, dispensing or misuse of substances (banned drugs, tobacco, gutka, pan masala etc.) and alcoholic beverages, are in violation of Company regulations and is prohibited whilst on the duty of the company.
- ii. Employees violating this policy will be subject to strict disciplinary action up to and including termination of employment.

18. POSSESSION OF DANGEROUS WEAPONS

Irrespective of any license granted by any authority, whether on duty or not, you are not permitted to carry firearms or other weapons when on company premises and are liable for instant dismissal if you do so. Only authorized personnel are permitted to carry the Weapons within the company premises.

19. CODE OF CONDUCT

You will abide by the code of conduct of Adani Group which you will read and sign separately.

20. ARBITRATION CLAUSE FOR RESOLUTION OF DISPUTES

Any controversy or claim arising out of or relating to this contract of appointment, or the breach thereof, shall be settled by arbitration administered by the Indian Arbitration and conciliation Act 1996. The number of arbitrators shall be [one or three]. The place of arbitration shall be at Mumbai (Maharashtra).

21. JURISDICTION

Any dispute arising out of this contract of employment will be subject to the jurisdiction of the court of law at Ahmedabad in the state of Gujarat.

22. AGE OF SUPERANNUATION

You shall superannuate/retire from service upon completion of the age of 58 years, which is presently the age of superannuation/retirement in the Company. However, the company may grant an extension of service after attaining the age of superannuation if you are found physically fit and based on the requirements of the company.

23. Probation Period

There will be a six-month probationary period during which you will be given objectives to achieve. Upon satisfactory completion of the probationary period, you will be considered a permanent employee. Unsatisfactory performance at any time during the probation period could lead to the further extension of the Probation period or termination of your employment upon 1 months of notice.

24. SEPARATION

- i. Your services can be terminated by giving 90 Days notice or basic salary in lieu thereof from either side.
- ii. However, if the exigencies of work are so required, the management may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the management to accept your resignation with effect from any date earlier than the one offered by you in your resignation or stipulated as per terms of your notice period.
- iii. In the event of your elevation to a higher level by the company, the notice period and all rules and regulations applicable in that new level will be applicable to you.
- iv. The company reserves its rights to terminate your services without notice or payment of any kind in lieu of notice or holding of enquiry in case of any act of misconduct, moral turpitude or loss of confidence/conviction by a court of law in criminal case, financial irregularity, continued ill-health/ incapacitation including loss of efficiency or breach of any of the terms of this employment implied or expressed on your part or any act or conduct or any altercation with superior/colleagues, indulging in act/acts of sexual harassment against anyone which is detrimental to company's interests. This is without prejudice to any other right or remedy which may be available to the company.

A. HANDING OVER COMPANY'S PROPERTY & DOCUMENTS ON CESSATION OF SERVICE

You are obligated to hand over the charge of Letter of Authority or Power of Attorney or any other instrument in your favour issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company.

B. NO DUES CLEARANCE

On your separation from the company due to any reason, you shall clear all the dues of the Company promptly and if at the time, any sum remains outstanding, the company shall have the right and your standing/consent/authority to deduct the same from amounts due and payable to you.

25. CONTINUOUS ABSENCE ON WORK WITHOUT NOTICE

Should you remain continually absent from work without reasonable explanation, including absence when on leave though applied but not granted or overstay of leave for more than seven consecutive days, it shall be presumed that you are no longer interested in having lien on the job of the company and have voluntarily abandoned your employment thereby terminating your contract of service. In such case, you will not be entitled to any notice period salary and separation compensation as you are presumed to have voluntarily terminated the contract of employment.

26. MEDICAL CHECK-UP AND FITNESS

- i. Your employment is subject to your having been found medically fit at the time of your appointment and remaining fit thereafter.
- ii. During your work, you may be required to undergo medical tests for fitness to work, including tests for detecting the presence of drugs or alcohol. These tests are intended to aid in protecting the health and well-being of individuals and their co-workers. They are designed to complement safe working practices.
- iii. if you refuse to submit to a prescribed test, or if the medical evaluation results are not satisfactory, you will be required to stop work that may be endangering your health and safety, the health and safety of other employees, or the proper functioning of the workplace.
- iv. In such cases before discharge from service, a reasonable period of time will be allowed to seek other employment.

27. REFERENCE & BACKGROUND VERIFICATION

This appointment is subject to acceptable feedback from references and data provided to the company about your qualification and experience. The background check shall be executed vide your background verification form and Information Release Form. In case, the information so provided by you in your forms or otherwise is found to be incorrect, the company shall have the right to dispense with your services forthwith without any notice and reserves the right to take legal action against you for providing false information to the company.

Annexure C

Name Smit Patil

We request you to provide us with the following personal information for maintaining your service record file as applicable.

1. All Qualification Certificates and Mark Sheets (S.S.C. & above - Attested Copies & Original Copy for Verification)
2. Copy of Aadhar Card & PAN Card (Mandatory)
3. Permanent Address Proof
4. Passport Size Photographs: 3 nos.
5. Past employer relieving and experience certificate (if any)

You are requested to bring these documents at the time of your joining.

IMPORTANT:

Please declare immediately by filling Annexure D, if you are suffering from any disease or disorder or you are currently under any medical surveillance. You will be subject to screening for presence of alcohol and / or drugs either for pre-employment or on a random basis.

Self-Declaration:

I will submit all relevant copies of documents against each item that I require to submit at the time of joining the company. I declare that all the dates and records which will be furnished are correct and true. In the event of any false representation of facts and records, I consent to abide by the decision of the management including forgoing my employment offer.

I hereby confirm that I have secured minimum of **60% marks throughout in academics (10th, 12th, and Graduation & Post Graduation) with no history of backlogs throughout the education.**

I confirm that I will work with dedication and commitment in any department, business, or location assigned to me upon joining. I am also willing to accept a transfer to a different department, position, or location, whether currently in existence or established in the future within the Adani group, either at my current place of work or at any future branch location. Additionally, I am willing to accept a transfer to any company that is affiliated with the Adani Group or any of its holding or subsidiary companies.

Accepted:
Smit Patil

Date: _____

Place: _____

01/08/2022

Emp. No. : 80000916

Pankaj Prabhakar Wagh,

A/P Varshi, Tal-Shindkheda, Dist-Dhule, Dhule-425404.

Dear Pankaj,

Congratulations!

With reference to your application and subsequent interview you had with us we are pleased to employ you in Engineering Department as **Graduate Engineer Trainee** Band Trainees Grade GT having cost centre R4004 of Pigment Division at **Roha** on the following terms and conditions.

Your term of employment will be effective from 01/08/2022 and shall continue to be in force unless otherwise terminated.

1. Reporting Structure:

Your first reporting manager will be Mr. / Ms. **Amresh Redkar**

2. Working Hours

Normal working hours will be as per company policy from time to time. If you are put in shift, your working hours will be as per the shift schedule as per company policy from time to time.

3. Leaves

You are required to follow leave policy as mandated from time to time in due consultation with your immediate superior.

4. Gross Monthly Remuneration (Refer to Annexure - I)

You will be entitled to a gross annual remuneration of Rs.317,976.00/-

Basic Salary	15,000.00
HRA	.00
Child Edu. Allowance	800.00
Other Allowance	9,498.00
Leave Travel Allowance	1,200.00

5. Retirals / Annualized Benefits (Refer to Annexure - I)

In addition to your Salary you will be entitled to all other benefits extended by the Company or Company's rules in

force from time to time applicable to your Grade. These are as under:

1. PF - 12% of Basic (As per statutory laws)
2. Gratuity - 4.81% of Basic (As per statutory laws)
3. Bonus - (As per prevalent company policy)
4. Exgratia (As per prevalent company policy)

6. Perks (Refer to Annexure - I)

In addition to your salary you will be entitled to other perks extended by the Company or Company's rules in force from time to time. Exact amount if applicable to your Grade is mentioned in the Annexure - II these are as under:

1. Medical Insurance+ Group Accident Policy - (If applicable)
2. Telephone/Mobile - (If applicable)
3. Canteen- (If applicable)
4. Colony Housing - (If applicable)
5. Car - (If applicable)
6. Fuel Reimbursement - (If applicable)
7. Car maintenance - (If applicable)

To know more about the above perks please refer to Annexure I.

7. Relocation

Your services are liable to be transferred to any location within India to any of company's Associates or company's sister concerns or to any other organization in which the company is or may have any interest and also to any of our factories, branches or departments and in such cases your emoluments will remain unaffected.

8. Probation

You will be on probation for a period of 365 Days from your date of joining. On completion of 365 Days or earlier as the case may be, your performance will be evaluated. On your satisfactory performance, your services may be confirmed in writing.

9. Duties and Responsibilities

While in the employment of the Company, in addition to the goals which you are expected to achieve as a part of the Performance Management System which will be separately documented and will be issued to you within first three months of date of joining, you shall:

- i. Work under the direction of your superiors and carry out all the work that may be entrusted to you from time to

time diligently, honestly, regularly and punctually to the best of your ability.

- ii. Perform any duties assigned to you as long as they are consistent with your job responsibility and comply with such directions as the Company shall from time to time issue.
- iii. Will devote your full time to Company's work and will not directly or indirectly take any other employment or work on any basis, while in employment or aid others in obtaining any unjust benefit while in employment.
- iv. Act in the best interests of the Company at all times and carry out the performance of your work and general conduct to the highest standards.

10. Confidential Information

(a) During and after your employment with the Employer (without time limit), you must not (unless required to do so by law or protected in doing so by a legal right of protected disclosure):

- i. use any trade secrets or confidential information for any purposes other than the Company's;
- ii. Disclose any trade secrets or confidential information to any person other than in properly performing your duties.

(b) For these purposes "confidential information" means all information relating to the Company's business practices and methods, customers, suppliers, pricing or pricing strategy, products, intellectual property, development plans of products, marketing strategies, Company licenses, third party agreements and any other information which the Company reasonably considers to be confidential.

11. Intellectual Property

- a. You acknowledge and agree that all proprietary works and/or rights created by you in carrying out your duties under this agreement whether within or outside the Company's premises, belong to the Company. In addition you assign to the Company by present assignment of present and future rights in any work created by you in the course of carrying out your duties.
- b. You undertake to do anything reasonably required to ensure that such rights are assigned to the Company and to assist the Company in taking any action in relation to any possible infringements.
- c. If any moral right arises in respect of any work created by you in the performance of your duties under this Agreement you will:
 - i. waive such rights as against the Company and its employees;
 - ii. Exercise such rights against any third party only as the Company requests and in accordance with the Company's directions.

12. Code of Conduct

During the tenure of employment you shall strictly follow in Letter and Spirit the Code of Conduct for Employees of the Company. Acts in violation of the Code would result in forthwith termination of employment without prejudice however to other remedies available in law. For details please reach out to your respective HR Champion.

13. Access to Computer System

During your services, for better facilitation of work you will be provided the facility of computers, e-mail, internet etc. Under no circumstances you will make use of these facilities for personal work or for work other than related to our Company.

You will not carry any floppy, CD (disk) writer, pen drive etc. 'outside' the factory premises, or bring any such thing inside the factory premises without the express permission of the Company's authorized personnel.

You will not transfer any data from the computer system of the Company anywhere without express permission of the Company's authorized personnel.

The Company reserves the right to scan and access all electronic communication made through company provided IT systems and also scan and access all documents stored electronically in the computers or any other data storage devices .

14. Termination of Employment

During the probation period, initial or extended, your services are liable to be terminated, at any time by 30 days' notice on either side. Upon confirmation your services are terminable by 60 Days' notice on either side.

However in compelling circumstances involving repeated non-performance and/or use of unethical practices resulting in unjust enrichment to you or to third parties to the detriment of the Company or serious instances of breach of the Code of conduct your services will be liable to be terminated forthwith and without any liability on the part of the Company without payment of any salary and allowances or notice in lieu of it without prejudice however to other remedies available in law.

It is mandatory to serve notice in person for full period mentioned above. Acceptance of Payment by the Company in lieu of Notice period will be at the sole discretion of the management.

If you leave services of the Company without due notice, the Company will be entitled to adjust notice amount, from your full and final dues and in such a case relieving letter will be issued only at discretion of management. Your appointment is based on the information given by you in your application and at the time of the interview. If any time such information is found to be incorrect, then your services will be terminated forthwith without payment of any salary and allowances or notice in lieu of it without prejudice however to other remedies available in law.

An employee shall retire from the services of the company on completing 58 (Fifty-Eight) years of age.
An employee at the Director level will retire at 65 (Sixty Five) years of age.

On separation/termination of your employment you will immediately deliver to the company all equipment, software, all original and copies of documentation (including documentation stored in electronic format) and any other property belonging to the company, which is in your possession or under your control.

15. Post Termination Restrictions

1. In the event of termination of your employment agreement for whatever reason and if specifically agreed upon by you by virtue of your sensitive nature of responsibilities, you

Undertake without any additional consideration to comply with confidentiality and non-compete obligations fully being satisfied that the remuneration while in employment is adequate consideration for also complying with confidentiality and non-compete obligations.

2. You also undertake that:

- i. if you receive an offer of employment or engagement with someone other than the Company, either during your employment or during the period for which the restrictions set out above remain in force, you will immediately provide them with a complete copy of this clause;
- ii. If you accept the offer, you will immediately notify the Company.

16. Previous Employment

You are confirming that you are not bound by any court order, litigation, agreement, arrangement, or undertaking which in any way restricts or prohibits you from entering into this Agreement.

17. Jurisdiction

In case of any dispute arising regarding your employment, it will be subject to Pune jurisdiction only.

If above terms and conditions are acceptable to you, please sign the duplicate copy of this Appointment Order in token of your acceptance of its terms and conditions and return the same to us.

Any variation of the above terms and conditions will not be valid until expressly made in writing by the company.

Please note that this letter shall supersede all prior, oral or written agreements, commitments, understandings or communications, either formally or informally, in regard to the subject matter.

For SUDARSHAN CHEMICAL INDUSTRIES LTD.

Shivalika Patil

Human Resources

SHIVALIK Digitally signed
by SHIVALIKA
A HARISH HARISH PATIL
PATIL Date: 2022.08.08
12:26:57 +05'30'

I confirm that the terms and conditions stipulated in the Appointment Order Sudarshan Chemical Industries Ltd. are acceptable to me.

Employee No. : 80000916

Employee Name : Pankaj Prabhakar Wagh,

Signature of the employee _____

We hope this appointment offers you an unparalleled opportunity to grow professionally, work and learn with some of the best people in the industry. We take this opportunity to wish you the very best and look forward to a long and mutually rewarding relationship!

Annexure 1:

Salary Structure	Amount in Rs(per month)
Direct (Monthly Gross)	
Basic	Rs. 15,000 .00
HRA	Rs. .00
Child & Education Allowance	Rs. 800.00
Other Allowance	Rs. 9,498 .00
Leave Travel Allowance	Rs. 1,200.00
(A) Total (Monthly Gross)	Rs. 26,498 .00
Indirect (Retirals Benefits)	
P.F. (12% x Basic)	Rs. 1,800.00.
Gratuity (4.81% x Basic)	Rs.722 .00
NPS (Employer contribution)	Rs. .00
(B) Total (Retirals Benefits)	Rs.2,522 .00
Indirect (Annualized Benefits)	
Bonus (If Applicable)	Rs. 1,913 .00
Ex-gratia (If Applicable)	Rs. .00
(C) Total (Annualized Benefits)	Rs. 1,913 .00
Perks	
Medical Insurance Policy	Rs. 365.00
Group Accidental Policy	Rs.35 .00
Telephone + Mobile	Rs. .00
Canteen	Rs. .00
Colony Housing	Rs. 2,000 .00
Car	Rs. .00
Fuel Reimbursement	Rs. .00
Car Maintenance	Rs. .00
Driver Salary	Rs. .00
(D) Total (Perks)	Rs. 2,400 .00
(E) PLVA/Incentive	Rs. .00
(F) CTC Per Month A+B+C+D+E	Rs. 33,333 .00
CTC Per Annum (F*12)	Rs. 399,996 .00

Note:-

1. For confirmed employees who join after Dec. pro-rated increment & PLVA for (Jan-Mar) will be paid along with next financial years payouts.
2. For employees getting confirmed after March, pro-rated increment & PLVA for (DOJ-Mar) will be paid along with next financial years payouts.
3. All above salary components will be as per the Company's prevalent policies which may change from time to time without notice.
4. Components listed above are Taxable depending upon the Tax rules in force from time to time.
5. The present salary components are subject to and governed in accordance with India statutes, rules, ordinance prevailing from time to time.
6. Value for car, fuel reimbursement, car maintenance and driver salary reimbursement (If applicable) are as per the prevailing car policy.



Ref: PCE/HR/APPT/2023/008

February 18, 2023

To,
Siddhesh Santosh Mhparle
Shriji Residency, Room no:22
Morba Road, Mangaon
Raigad, Maharashtra 402104

Dear Mr. Siddhesh,

Sub: Employment as Graduate Engineer Trainee

This has reference to the Group Discussions Session attended by you and our further interactions.

We are pleased to confirm the subject on the following terms and conditions:

Place of Work	: Pyramid E & C, Thane
Training Period	: One (01) Year
Annual Gross Stipend	: Rs.325,000/- (Rupees Three Lakhs Twenty-Five Thousand Only).
Monthly Gross Stipend	: Rs.27,083/- (Rupees Twenty-Seven Thousand and Eighty-Three Only).
Monthly Stipend Payable	: Rs.26,883/- (Rupees Twenty-Seven Thousand Eight-Hundred and Eighty-Three Only).
Salary Components	: 30% Performance Linked Reward (PLR) included in Gross Stipend.
Service Bond	: 3 Years (Will be executed upon joining)
All Purpose Leave	: Fifteen (15) Calendar Days in a Training Year, subject to conditions.
Joining Date	: Monday, July 10, 2023

A detailed contract with all applicable employment terms and conditions will be issued on your joining the organization. You shall bring all original below listed documents for verification & submit one copy for your file within one (01) week from joining office:

- Secondary School Certificate (X Standard) and Mark-Sheet
- Higher Secondary School Certificate (XII Standard) and Mark-Sheet
- B.E / BTech Passing Certificate and All Semester Mark-Sheets

- Joint Entrance Examination (JEE) Certificate and Mark-Sheet (if any)
- Photo ID Proof i.e. Passport or PAN Card or Aadhar Card
- Passport Size Photograph (02 Nos.)

Kindly sign and return the duplicate copy of this letter as a token of acceptance of the aforesaid terms and conditions.

We are happy to welcome you to the Pyramid family for a long & fruitful association with us.

For 'Pyramid Consulting Engineers Pvt. Ltd.'



Ayush Shankar Dixit
Manager – HR & Admin

I will join on 10 July 2023
Received & Accepted


21/02/2023
(Signature & Date)



Centre for Computational Technologies Pvt. Ltd.
403, Pushpak Business Hub, Bhumkar Chowk, Wakad
Pune, Maharashtra - 411057
India

Personal & confidential

Tejal Alai

479, Deola, MAHARASHTRA, 423102
India

Career offer

Dear Tejal,

Thank you for going through CCTech's recruitment process. The recruitment team was thrilled to interact with you. We hope you had a great experience. We really appreciate you choosing CCTech to be part of your career journey.

It's our pleasure to invite you to join the **Centre for Computational Technologies Pvt. Ltd.** and start your journey as a "**Member of Technical Staff**". For your contribution to the organization's growth, apart from your personal growth benefits, you will be receiving yearly remuneration of **₹ 500,000.00/Year**.

The team is really excited to work with you as soon as possible. It will be great if you start your exciting journey with us as quickly as possible but not later than **18-Sep-2023**. On your day of joining, we will have an exciting onboarding process to orient your role & responsibility, growth opportunities, organizational structure, values, and culture.

We are already thrilled to make you part of CCTech. Let's grow together!

Warm Regards,

Harshida Bhamare

Lead - HR & Operations

SALARY COMPENSATION

Name	Tejal Alai
Designation	Member of Technical Staff

Components	Salary per month (₹)	Salary per annum (₹)
I. Basic		
Basic	19,933	2,39,200
II. Allowances		
HRA	7,973	95,680
LTA	1,500	18,000
Conveyance	1,600	19,200
Medical	1,250	15,000
Special allowance	7,610	91,320
Gross salary (I + II)	39,867	4,78,400
III. Benefits		
Provident fund (Employer contribution)	1,800	21,600
CTC (I + II + III)	41,667	5,00,000
IV. Deductions		
Professional tax	200	2,400
Provident fund (Employee contribution)	1,800	21,600
Medical insurance	800	9,600
Total deductions	2,800	33,600
TDS	As applicable	As applicable

Note:

You will receive salary and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI, and professional taxes following applicable law.

Other benefits:

At CCTech, we believe in the holistic growth of a person. We make efforts to grow each individual financially, technically, morally, and ethically. For being a part of CCTech following are the benefits you will get :

- Work in deep technology and explore the width & depth of the technology stack
- Be a part of growth-oriented training initiatives
- Accelerated path to grow as a leader and quickly elevate in the organizational hierarchy
- Flexibility in choosing work hours, technology, management, and leadership track

On the day of joining, you are requested to submit the following documents:

- Photocopies of educational certificates/degrees
- Photocopy of last 3 months' salary slip (if any)
- Relieving letter from the last/present company in original (if any)
- Service certificate/proof of employment from last/current and all previous employers
- Copy of PAN card & Aadhar card.
- 2 passport size photographs
- Proof of residence

Offer terms & conditions :

The offer is subjected to the following terms & conditions :

- Validity of this offer is subjected to the joining on mentioned date of joining.
- The offer will be valid on the submission of all above mentioned documents and validity of the documents.
- This offer is subject to the acceptance of a probation period of 6 months. Probationary policies of the company will be applicable during this period. Permanent employment will be based on satisfactory performance and will be offered after the successful completion of the probation period.
- 70% of CTC salary will be paid during the probation period. Arrears of the remaining salary will be paid after conversion to a permanent employment.



Centre for Computational Technologies Pvt. Ltd.
403, Pushpak Business Hub, Bhumkar Chowk, Wakad
Pune, Maharashtra - 411057
India

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Adesh Lad

Siddhi Nagar, Morba Road, Mangaon, Raigad, 402104
India

Career offer

Dear Adesh,

Thank you for going through CCTech's recruitment process. The recruitment team was thrilled to interact with you. We hope you had a great experience. We really appreciate you choosing CCTech to be part of your career journey.

It's our pleasure to invite you to join the **Centre for Computational Technologies Pvt. Ltd.** and start your journey as a "**Member of Technical Staff**". For your contribution to the organization's growth, apart from your personal growth benefits, you will be receiving yearly remuneration of **₹ 500,000.00/Year**.

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We are already thrilled to make you part of CCTech. Let's grow together!

Warm Regards,

Harshida Bhamare

Lead - HR & Operations

SALARY COMPENSATION

Name	Adesh Lad
Designation	Member of Technical Staff

Components	Salary per month (₹)	Salary per annum (₹)
I. Basic		
Basic	19,933	2,39,200
II. Allowances		
HRA	7,973	95,680
LTA	1,500	18,000
Conveyance	1,600	19,200
Medical	1,250	15,000
Special allowance	7,610	91,320
Gross salary (I + II)	39,867	4,78,400
III. Benefits		
Provident fund (Employer contribution)	1,800	21,600
CTC (I + II + III)	41,667	5,00,000
IV. Deductions		
Professional tax	200	2,400
Provident fund (Employee contribution)	1,800	21,600
Medical insurance	800	9,600
Total deductions	2,800	33,600
TDS	As applicable	As applicable

Note:

You will receive salary and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI, and professional taxes following applicable law.

Other benefits:

At CCTech, we believe in the holistic growth of a person. We make efforts to grow each individual financially, technically, morally, and ethically. For being a part of CCTech following are the benefits you will get :

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- Be a part of growth-oriented training initiatives
- Accelerated path to grow as a leader and quickly elevate in the organizational hierarchy
- Flexibility in choosing work hours, technology, management, and leadership track

On the day of joining, you are requested to submit the following documents:

- Photocopies of educational certificates/degrees
- Photocopy of last 3 months' salary slip (if any)
- Relieving letter from the last/present company in original (if any)
- Service certificate/proof of employment from last/current and all previous employers
- Copy of PAN card & Aadhar card.
- 2 passport size photographs
- Proof of residence

Offer terms & conditions :

The offer is subjected to the following terms & conditions :

- Validity of this offer is subjected to the joining on mentioned date of joining.
- The offer will be valid on the submission of all above mentioned documents and validity of the documents.
- This offer is subject to the acceptance of a probation period of 6 months. Probationary policies of the company will be applicable during this period. Permanent employment will be based on satisfactory performance and will be offered after the successful completion of the probation period.
- 70% of CTC salary will be paid during the probation period. Arrears of the remaining salary will be paid after conversion to a permanent employment.



Ref: HR-NN-TE/636C

4th April, 2022

To,
Mr. Sandip Kokane
Near Sai Mandir, Sai Nagar Arvi,
Tah.- Arvi, Dist.- Wardha,
Maharashtra Pin.- 442 201.

Dear Mr. Kokane,

This has reference to your application and subsequent discussions you had with us, we are pleased to offer you the position of "Trainee Engineer - Process" in our organization as per the terms and conditions agreed with you, provided you are found medically fit by our Company's doctor.

The letter of appointment detailing the terms and conditions will be issued to you on your joining our organisation. You would endeavour to join duties at the earliest but in any case, not later than 01.07.2022.

Please note that your appointment is subject to your successfully passing the FINAL ENGINEERING DEGREE EXAMINATION in the first attempt. You should submit a copy of the Final semester mark sheet as well as passing certificate at the time of joining.

Please sign and return the copy of this letter as a token of acceptance of the aforesaid terms and conditions.

We welcome you and wish to have a longer association with TCMPL.

You are advised to bring following documents at the time of joining.

1. Proof of date of birth
2. Testimonials
3. Copy of passport
4. Copy of PAN Card
5. Copy of Aadhar Card
6. Coloured photographs (White Background-In Formal Attire) (5 Nos.PP Size)

Thanking you,

Yours faithfully,
For TECNIMONT PVT. LTD.

Nitin K. Narvekar
Sr. General Manager - HR