

30-Nov-17

Nitesh Sadanand Tarwe  
Pune

Dear Nitesh,

This has reference to your application and the subsequent interview you had with us.  
We are pleased to offer you as an Intern – Master's Level on the following terms and conditions.  
Your internship shall be for a period starting from 03-Jan-18 to 06-Jul-18.  
During this period your monthly stipend will be Rs.25000/- (Twenty five thousand only).  
As you are an intern in the organization, you agree that you may not be entitled to all the benefits that are applicable to regular employees.

The payment will be released (subject to income tax, if applicable) every month.  
Please note that all information, documents, technical know-how, which is accessible to you, will be kept strictly confidential & not divulged to any outsider.

Either party can terminate this assignment by giving 15 days' notice or stipend in lieu of.

Please confirm your acceptance by returning the enclosed duplicate copy of this letter indicating the date of joining, duly signed by you within a week's time. If you do not join us by the mentioned date, we shall treat this Internship offer as withdrawn.

We look forward to your joining our organization.

Sincerely,  
Symantec Software India Pvt. Ltd.

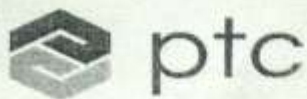
Shefali Desai  
Director, Global Staffing, HR Talent Org

I agree and will join from  
03-JAN-2018

Nitesh Sadanand Tarwe



DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



June 16, 2017

HariPrasad Chaudhari  
Pune

**Subject: Internship Offer**

**Dear HariPrasad,**

With reference to the request from your college for carrying out internship training as part of your curriculum studies for the year 2017-2018, we are pleased to offer you the internship position of Intern, within the 62005 - Tech Support-Service Operations IND IND department at our Pune Development Centre.

If you accept this offer, your internship at PTC Software (India) Private Limited, shall be subject to the following terms and conditions:

1. Your internship will begin on **July 10, 2017**, and will end on **July 09, 2018**, and you will report to the designated manager.
2. You will receive a stipend of **Rs. 18,000** /- per month.
3. Taxes, as applicable, will be deducted every month from your stipend.
4. This internship is considered temporary and Company may discontinue the internship relationship at any time for any reason not prohibited by law. Furthermore, the grant of internship does not guarantee continues employment, nor entitle you to employment with the Company.
5. As an Intern, you will not receive any of the employee benefits that regular full time Company employees are entitled to, including, but not limited to, health insurance, provident fund, privilege leave, superannuation program, or gratuity.
6. As an Intern, you will be entitled to one (1) leave per calendar month calculated/starting from the date of your joining. The entitlement of the leaves will be on prorated basis as per the date of joining. For the Intern, who require leaves for purpose of university or college examinations a maximum of twelve (12) leaves per calendar year can be availed after taking prior permission from the Manager and PTC's Human Resource department. Any leaves availed in excess of the aforementioned leaves quota, Company will deduct proportionate amount either from the monthly stipend or from the full and final settlement, payable to the Intern, as deemed fit by the Company.
7. You shall comply with all applicable laws during the term of your internship with Company. In addition, you shall also comply with foreign laws in relation to anti-bribery and anti-corrupt, including but not limited to the Foreign Corrupt Practices Act of the US and the UK Bribery Act.
8. You acknowledge and agree that the intellectual property as well as any portion thereof you have developed shall be the sole property of Company from date of creation thereof. You agree that the exclusive ownership of all content and/or part of intellectual property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to Company from date of creation. You hereby waive all moral rights in relation to the intellectual property.
9. Confidentiality - You agree to keep secret and not disclose to parties outside Company any confidential or proprietary information with respect to Company's business of which you become aware, whether or not developed by you, except as required in your duties to Company, nor will you make use of such information for your personal benefit or for the benefit of others or in any way detrimental to Company.

Marisoft II, Kalyani Nagar, Pune - 411 014, INDIA | (+ 91) 20-66053000



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



10. By way of illustration, but not limitation, proprietary information includes any information, not generally known, which Company has expressly or implicitly protected from use by unauthorized persons or from unrestricted disclosure, such as, but not limited to trade secrets, inventions, discoveries, product designs, software documentation, technical product descriptions, methods, processes, data, marketing plans, forecasts, unpublished financial statements, budgets, licenses, prices, costs, sales quotas and employee, customer and supplier lists, as well as any evaluations, assessments, unique skills, knowledge or experience, or any other information related to employees, customers, or suppliers. You are required to maintain confidential all Company's proprietary or business information you come across and documents that you are required to handle in course of your work. In addition, you must return all Company-owned property, equipment, and documents, including electronic mail or other information on or before conclusion of your internship with the Company. Only after Company has taken over from you the above documents, your account of dues will be settled by the Company.
11. You hereby indemnify and always keep indemnified Company against all damages or losses that may arise due to your willful breach of terms and conditions stated herein.
12. You will follow all working norms and rules of PTC Software (India) Pvt. Ltd
13. Termination:
- a. Termination by either party: Either party may terminate the terms of this internship upon written notice to the other party. The termination would be effective after fifteen (15) days from the date of the receipt (by the other party) of such notice (hereinafter referred to as the "Notice
- b. Termination by Company due to your misconduct: Notwithstanding anything mentioned in the terms of this internship, Company may terminate your internship, with immediate effect by a notice in writing (without stipend in lieu of notice), in the event of (i) due to your fraudulent, dishonest or undisciplined conduct, (ii) your breach of the integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your conviction for any offence involving moral turpitude, (v) breach of any terms of this internship or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) misconduct as provided under the labour laws / Acts or Company policies.
14. This internship offer and the terms of your internship shall be governed by and construed in accordance with the laws of India in relation to any legal action or proceedings. The parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune, India and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Sincerely,

For PTC Software (India) Pvt. Ltd

Kamal Vatnani

Vice President - Human Resources

ACCEPTANCE:

My signature below indicates my acceptance of the offer as outlined above.

*Hariprasad Sudhir Chaudhary*

Intern Signature

*Hariprasad Sudhir Chaudhary*

Intern Name

*27<sup>th</sup> June, 2017*

Signature Date

Marisoft II, Kalyani Nagar, Pune - 411 014, INDIA. | + 91 20 66053000



*Abelkam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research (I.I.C.M.R.)  
Nigdi, Pune - 411 044

Mr. Prashant B. Waphare

[prashantwaphare@gmail.com](mailto:prashantwaphare@gmail.com)

**Subject: Internship Offer Letter**

Dear Prashant,

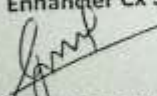
Enhancier is pleased to offer you an internship opportunity as a **Product Development Intern**. You will report directly to Mr. Nasrulla Habib Khan. This position is located in Pune.

As you will be under training for this position, you will be eligible for a stipend amount of Rs. 5000/month.

For this position, your major duties will include research, documentation, coding, testing and deployment of product / product modules. Learn to work with product development lifecycle processes using Agile methodologies. Also learn to work with Continuous Integration and Continuous Deployment processes. Your schedule will be for 6 months beginning 20th December 2017. Your assignment will conclude on 20th June 2018.

Congratulations and welcome to the team!

Sincerely,  
Enhancier Cx Solutions Private Limited

  
Jinty Mathew  
Manager- HR

**Acknowledgement & Acceptance**

I have read and understood the terms and conditions mentioned above and hereby signify my acceptance of the same.

\_\_\_\_\_  
Signature

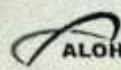
20/12/2017  
Date

**Enhancier Cx Solutions Pvt. Ltd.**  
503, 5th Floor, Tower 1, World Trade Center, Kharadi - Pune 411014



  
**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





**ALOHA TECHNOLOGY PRIVATE LTD.**

Kumar Crystal  
Floors 2nd & 3rd, New D. P. Road,  
Aundh, Pune - 411007, INDIA

Tel. : 020 - 25990591  
E-mail :  
info@alohatechnology.com

**Date: 10/11/2017**

**Mr. Akshay Sanjay Dharashivkar,**  
House no.863,  
Sneh colony, nadihe nagar,  
kalewadi, pimpri 17

**Dear Mr.Akshay Sanjay Dharashivkar ,**

**01. Reference your application and subsequent interview for employment with Aloha, we are pleased to offer you the followings broad terms:**

- a) Role: Quality Assurance Engineer
- b) Date of Joining: 13/11/2017
- c) Cost to Company: 1,92,000/- (Rs.) Per Annum (One Lakh Ninety Two Thousand Rupees Only)

**02. Probation Period:**

You will be on training/probation for a period of six months. In the event of unsatisfactory performance during the training/probation period your services can be terminated. However, it can be extended at the sole discretion of Management you will continue to be on training/probation till such time as informed of confirmation in writing. During training/probation, your services may be terminated at a day's notice, without assigning any reason whatsoever.

**03. Notice Period:**

You will be required to give one months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment in hand requiring more than three months, the Company will have the discretion to relieve you only at the end of the completion of such assignment.

**04. Agreement:**

Our offer to you as an employee is subject to your executing the agreements as per the drafts. You will be required to submit the signed agreements at the time of joining duty.

Scanned by CamScanner



**DIRECTOR**

**Institute of Industrial & Computer  
Management & Research (I.I.C.M.R.)**  
Nigdi, Pune - 411 044.

October 16<sup>th</sup> 2017

To,

**Sagar Khilari**  
Trimurti Housing Complex  
28/10 near Premlok Park  
Chinchwad

**Offer for Internship**

Dear Sagar,

We are pleased to offer you internship with Emtec Technologies Pvt.Ltd. (the "Company") with effect from **5<sup>th</sup> December 2017** during your internship, you will receive a monthly stipend of **Rs.10,000**(Rupees Ten thousand only) less applicable taxes and withholdings.

You will not be eligible for any of the company benefits during the internship programme. However, You will be eligible for one day of Casual leave per month during the duration of your internship.

Your Internship period will be for a period of **Six months**. Depending on your performance during the internship, you will be absorbed as a **Trainee Software Development Engineer**.

The company will own Copyright for all the software developed by you during your internship period at company, other with other employees or by you. You will not claim Copyright or any other right in the work so developed. During your internship you may have to work on client engagement.

You are required to maintain complete confidentiality during your internship, you are expressly prohibited from disclosing to anybody who has not signed a Non-disclosure agreement with the company, any company proprietary information including but not limited to

- The project being executed by, already executed or are being planned for the future
- Current and future plans of company products
- Any information pertaining to the company's business practices
- Details (including names) about clients.

Your internship with the Company will be voluntarily entered into and shall be "at will". This means that you will be free to end your Internship with the Company at any time, for any reason or for no reason, as you deem appropriate. This also means that the Company will have a similar right and may end your Internship at any time, with or without cause, as it deems appropriate. For any such termination of your Internship, **Four (4) weeks** advance notice is required by the party initiating the termination. The "at will" Internship relationship between you and the Company also means that your job duties, title, responsibilities, reporting level, compensation and benefits, as well as the Company's personnel policies and procedures, may be changed with or without notice at any time as the Company deems appropriate. This "at will" nature of your work shall remain unchanged during your tenure as an Intern, and may only be changed by an express written agreement that is signed by you and the Vice President-Digital Services & Head Global Delivery Centers

**EMTEC TECHNOLOGIES PRIVATE LIMITED**  
**CIN U72200PN2003PTC018703**

9B, Downtown - The City Center Building, Near Mhatre Bridge, Erandawane, Pune - 411 004.  
Contact : 020 3018 3000, Fax : 020 3018 3150, Email Id : info.india@emtecinc.com  
[www.emtecinc.com](http://www.emtecinc.com)



*Abhikam*

**DIRECTOR**

Institute of Industrial & Computer  
Management & Research (I.I.C.M.R.)  
Nigdi, Pune - 411 044.



This offer is contingent upon:  
Return of the enclosed copy of this letter signed by you;

This letter set forth the initial terms of your internship relationship with the Company and supersede any prior representations or agreements, whether written or oral.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to Pranita Joshi, Human Resources Department, Emtec Technologies Pvt. Ltd., 9B, Downtown- The City Center building, Near Mhatre Bridge, Erandwane, Pune- 411 004. A duplicate original is enclosed for your records. The offer of internship, if not accepted, will expire in 5 business days. The offer will stand cancelled if you do not join by the start date indicated in the space provided below.

We look forward to welcoming you to Emtec. If you have any questions please feel free to contact me at **020-30183000**.

Sincerely, For Sachin Ghaisas,



**Sachin Ghaisas**  
Vice President-Digital Services & Head Global Delivery Centers  
Emtec Technologies Private Limited

I agree to accept employment with The Emtec Technologies Pvt. Ltd. on the terms set forth above in this letter of agreement.

Sagar Khilari



16/10/2017

Date

My start date will be no later than 5/12/2017 ("Start Date")

**EMTEC TECHNOLOGIES PRIVATE LIMITED**  
**CIN U72200PN2003PTC018703**

9B, Downtown - The City Center Building, Near Mhatre Bridge, Erandwane, Pune - 411 004.  
Contact : 020 3018 3000, Fax : 020 3018 3150, Email Id : info.india@emtecinc.com  
[www.emtecinc.com](http://www.emtecinc.com)





**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044

Mr. Kailas S. Shimpi

[kailasshimpi30@gmail.com](mailto:kailasshimpi30@gmail.com)

**Subject: Internship Offer Letter**

Dear Kailas,

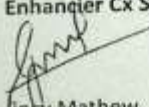
Enhancier is pleased to offer you an internship opportunity as a **Product Development Intern**. You will report directly to Mr. Nasrulla Habib Khan. This position is located in Pune.

As you will be under training for this position, you will be eligible for a stipend amount of Rs. 5000/month.

For this position, your major duties will include research, documentation, coding, testing and deployment of product / product modules. Learn to work with product development lifecycle processes using Agile methodologies. Also learn to work with Continuous Integration and Continuous Deployment processes. Your schedule will be for **6 months** beginning **20th December 2017**. Your assignment will conclude on **20th June 2018**.

Congratulations and welcome to the team!

Sincerely,  
Enhancier Cx Solutions Private Limited

  
Jinky Mathew  
Manager- HR

**Acknowledgement & Acceptance**

I have read and understood the terms and conditions mentioned above and hereby signify my acceptance of the same.

\_\_\_\_\_  
Signature

20/12/2017  
Date

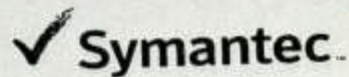
**Enhancier Cx Solutions Pvt. Ltd.**  
503, 5th Floor, Tower 1, World Trade Center, Kharadi - Pune 411014

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



  
**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





09-Jan-17

**Pravinkumar Thete**  
**Pune**

Dear Pravinkumar,

This has reference to your application and the subsequent interview you had with us.  
We are pleased to offer you as an Intern - Master's Level on the following terms and conditions:  
Your internship shall be for a period starting from 12-Jan-17 to 09-Jun-17.  
During this period your monthly stipend will be Rs.25000/- (Twenty five thousand only).  
As you are an intern in the organization, you agree that you may not be entitled to all the benefits that are applicable to regular employees.

The payment will be released (subject to income tax, if applicable) every month.  
Please note that all information, documents, technical know-how, which is accessible to you, will be kept strictly confidential & not divulged to any outsider.

Either party can terminate this assignment by giving 15 days' notice or stipend in lieu of.

Please confirm your acceptance by returning the enclosed duplicate copy of this letter indicating the date of joining, duly signed by you within a week's time. If you do not join us by the mentioned date, we shall treat this Internship offer as withdrawn.

We look forward to your joining our organization.

Sincerely,  
Symantec Software India Pvt. Ltd.

I agree and will join from

**Shefall Desai**  
Director, Global Staffing, HR Talent Org

**Pravinkumar Thete**

**Symantec Software India Private Limited**  
www.symantec.com; Telephone +91 20 4605 1001  
0-5 Floor, Wing 1, Cluster B, Plot # 1, Survey #77, MIDC Knowledge Park, EON, Kharadi, Pune, Maharashtra - 411 014, India  
Corporate Identification Number: U74900MH1995FTC092611



**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044

**STRICTLY PRIVATE AND CONFIDENTIAL**

**July 05, 2016**

**Ms. Sayali Pendharkar**  
Plot No 25, Azad Colony No-2,  
Panchnath Chowk,  
Jyotiba Nagar, Kalewadi,  
Pune- 411017  
Maharashtra

**Sub: Offer Letter for Internship and Final Placement**

Dear **Sayali**,

We are pleased to offer you **Internship and Final Placement** in our organization.

We believe that with your credentials and previous work experience, you will be able to bring in value to the organization.

You will be paid stipend of **Rs. 10,000/- per month** (Rs. Ten Thousand Only) during your internship period of six months. You are required to join us on or before **January 02, 2017**.

After successful completion of Internship, you will be evaluated and based upon the performance review you will be offered salary between **Rs. 2,90,000/- per annum** (Rs Two Lakh Ninety Thousand Only) to **Rs. 3,20,000/-per annum** (Rs. Three Lakh Twenty Thousand Only) with permanent employment in Harbinger group.

At the time of joining, you are requested to bring photocopies of the following documents along with originals for verification:

1. Photocopies of Qualification (Academic & Training) Certificates
2. Photocopy of your Passport\*
3. Photocopy of your Driving License\*
4. Five recent photographs (I-card size)
5. Photocopy of your PAN card \*

\* If applicable

**India** Corporate Office & Unit I: 139, 'Siddhant', Survey No. 97/6, Off. Paud Road, Kharvad, Pune-411 038, Maharashtra, India.  
Tel.: +91-20-25264201/2/3 Fax: +91-20-25265111  
Unit II: Global Port, Office No. 102/202, S. No. 45/1 to 10/1, Pashan-Sos Road, Baner, Pune-411 045, Maharashtra, India. Tel.: +91-20-6732500/67303300  
SEZ Unit III: Sr. No. 14/6, Ground Floor, IT-26, Neopra Technologies Pvt. Ltd. SEZ, Rajiv Gandhi Infotech Park, Phase-I, Hinjewadi, Pune - 411 057  
Maharashtra, India. Tel.: 91 20 67960700  
**USA** 18770 NE 79th Street, Suite 100, Redmond, WA 98073, USA. Tel.: (425) 861-8400 Fax: (425) 671-2641  
7100 Stevenson Blvd., Fremont, CA 94538 Tel.: (510) 366-9649  
Website: www.harbinger-systems.com www.harbingergroup.com E-mail: info@harbinger-systems.com  
CIN : U72200PN1997PTC112423



**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





You are required to send us the duplicate copy of this letter duly signed, as a token of acceptance of offer within three days time, failing which the offer stands cancelled.

Your Employment with the company will be subject to a satisfactory reference check. This is a provisional offer letter; a detailed Employment Letter will be issued to you at the time of joining the company. Your Employment with the Company will commence only on your joining and acceptance of employment letter by you.

You or the Company may, at any time, during your employment with the Company, terminate your employment without cause, by a written notice of **30 (Thirty)** days or salary in lieu of such notice.

On the date of joining you will have to report to the TM department for the joining formalities.

We welcome you on board and look forward to your joining our team on the journey to success.

With best wishes,

For **Harbinger Systems Pvt. Ltd**

**Neville Postwalla**  
Senior General Manager – Talent Management

Signature: \_\_\_\_\_  
Name: **Sayali Pendharkar**



**Abellkam**  
DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.

# Quick Heal

Security Simplified

Quick Heal Technologies Limited  
C-7010, 7th Floor, Marvel Edge, Sr.No.207,  
Opp. NECO Garden Society, Viman Nagar,  
Pune - 41101, Tel. : +91-20-66813232  
Email: hr@quickheal.co.in  
CIN - U72200MH1995PLC091408

1st July 2016

Amul Ravindra Patel  
Pune

Dear Amul,

Welcome to the Quick Heal Family! We are pleased to offer you for the position of "**Associate Software Engineer**" in **Band - E2** of our organization. The terms & conditions of the offer are given below.

1. Your initial place of posting is **Pune**.
2. You are expected to join as early as possible as and not later than **4-July-16** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. The Business Hours begin from **8:00 AM** onwards.
3. You will be on probation for a period of six (06) months. Based on the six monthly assessments, your services will be confirmed.
4. This offer of appointment is conditional and subject to your clearance of the **Reference Checks and Background Verification**.
5. This is not a regular offer of appointment but a letter of intent. This Letter shall not be treated as exhaustive agreement of employment between the Company and You, and you will be under obligation to execute an Employment Agreement (Appointment Letter), which will be provided on your date of Joining.
6. Please submit the following at the time of your joining, failing which your offer letter stands canceled.
  - A copy of the relieving/ resignation acceptance letter From your present employer
  - Documentary evidence of the last salary drawn
  - Documentary evidence of date of birth (PAN Card/Aadhar Card/Board)
  - Attested copy of all Educational Qualifications (SSC, HSC/ Degree/Diploma/ Certificate of proficiency, if considered for the offer)
  - Four passport size photographs with white background only (mandatory).
  - Experience & Relieving letters from all previous organizations as declared.

**Please Note:** the above documents are mandatory to be submitted at the time of joining. In the event of any non-compliance, Company may extend the validity of this Offer or rescind the Offer in totality at its sole discretion. Kindly carry the originals as well for verification.

7. The Compensation and Benefits structure applicable to your Band is enclosed for your reference. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed/ via your personal email id indicating your acceptance of our terms and conditions of employment.  
We once again would like to thank you for your interest in seeking a career with Quick Heal and hope you will have a fruitful and successful career with us.

Yours sincerely,  
For Quick Heal Technologies Ltd,



Yatin Attarde  
Associate Manager-Talent Acquisition

www.quickheal.com | ISO 9001:2015 certified company

Ver-2.0, May 2016



*Abhikam*

DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





Reference: Persistent/Campus/DA00097216/3.0

Confidential

17-Jun-2016

Mr. Ajinkya Dangare  
'Jayraj' bungalow, behind ravira hotel, lane 1, Shivram nagar, Pimpri (Surur),  
Pune

Dear Ajinkya,

Subject: **Your Appointment as Software Engineer**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you a position as **Software Engineer** at grade **3.0** with Persistent Systems Limited (Company).

Persistent has role based structure. All roles have been mapped in various career tracks. Accordingly, you are placed in **Generic** track. During your tenure with the company you are expected to perform a role as may be deemed fit by the organization and business needs. The company encourages employees to sharpen and enhance their competencies by providing various roles.

Your scheduled date of joining will be **20-Jun-2016**. However, in case of any change in the schedule, we will communicate the revised date of joining.

The terms and conditions of this offer for employment are:

**A. Salary -**

Your Annual Cost To Company will be Rs. **3,70,000**. Your Annual Gross Salary will be Rs. **3,42,000**. A detailed break up of your salary is given in 'Annexure-A'.

**a. Statutory Bonus / Ex-Gratia Payment**

You will be eligible for a Statutory Bonus/Ex-Gratia payment, which would be calculated at 20% of the Basic Salary as mentioned in the Salary Break-up Sheet of this letter. The mode of payment will be as follows: 100% of Statutory Bonus/Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.

In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves a right to adjust the salary components within your Annual Gross Salary in the salary break up to ensure full compliance of the payments to be made under such modified statutes or newly introduced statutes.

**b. CPB - Company Performance Bonus (as per the Company policy)**

CPB will be paid to you on a Monthly basis. This payment is part of your annual gross salary and is payable on the basis of Quarterly Performance of the Company.

Page 4 of 4

Persistent Systems Limited, Bangalore, India  
Persistent Systems Inc., 2017 California Street, Suite 900 San Francisco, CA 94111  
Persistent Systems Pvt. Ltd., 100 Park Street, 6th Floor, Anna Nagar, Chennai

REGD. HR ID: 20005  
T: 020 455 3977  
F: 020 476 53 35 80



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



PERSISTENT

#### 15. No Conflict

You warrant that if you accept this employment offer with the Company, it shall not be in conflict with (i) any other agreement that you may have entered into or (ii) any obligation that you may be bound to.

#### 16. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.

#### 17. Transit Accommodation

If you need transit accommodation, it can be provided to you, in case you are joining from outstation to the work location. The accommodation will be for a period of maximum seven days from a day prior to your joining date. For availing this, you need to send an email request to Atul Shenoy at [atul\\_shenoy@persistent.com](mailto:atul_shenoy@persistent.com) one week prior to your joining date.

#### 18. Joining Formalities

Kindly contact Parvati Pillay (Ph.No:- +91-20-67035808) on the date of joining. We request you to report at 9:00 AM at the address mentioned below for completion of joining formalities.

##### Persistent Systems Limited

Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjewadi, Pune, Maharashtra, India 411057.

To facilitate further planning before joining the Company, please email a copy of your resume to [campus@persistent.co.in](mailto:campus@persistent.co.in) if e-copy is not submitted earlier.

Please find the details of documents/information required at the time of joining, in (Annexure C).

As token of your acceptance of this offer, kindly send an email confirmation to [campus@persistent.co.in](mailto:campus@persistent.co.in). Also, on the day of your joining, kindly sign and handover copy of this letter to Atul Shenoy at [atul\\_shenoy@persistent.com](mailto:atul_shenoy@persistent.com), +91-20-67035504.

We welcome you to the Persistent family and look forward to a long and mutually rewarding association.

Yours sincerely,

For Persistent Systems Limited

*Kaustubh Bhadbhade*

**Kaustubh Bhadbhade**  
Senior Manager - Human Resources

Annexure to and forming part of this letter:

- i. Salary Breakup Sheet (Annexure A)
- ii. Documents Required on the day of joining (Annexure B)

Persistent Systems Limited & its subsidiaries are ISO 9001:2008 certified. Persistent Systems Limited, Pune  
Persistent Systems Limited & its subsidiaries are ISO 9001:2008 certified. Persistent Systems Limited, Pune  
Persistent Systems Limited & its subsidiaries are ISO 9001:2008 certified. Persistent Systems Limited, Pune

+91 (70) 670 0000  
+91 (70) 670 0000  
+91 (70) 670 0000



*Abhikam*

**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





PRODUCT & SERVICE ADVANTAGE

PTC Software (India) Pvt Ltd.  
Marisoft II, Kalyani Nagar,  
Pune - 411 014, INDIA

T +91.20.66053000  
F +91.20.66053008

CIN: U30007MH1993PTC074267

June 13, 2016

Amey Patil  
Pune.

**Subject: Internship Offer**

**Dear Amey,**

With reference to the request from your college for carrying out internship training as part of your curriculum studies for the **year 2016-17**, we are pleased to offer you the internship position of Intern, within the SLM Development IND department at our Pune Development Centre.

If you accept this offer, your internship at PTC Software (India) Private Limited, shall be subject to the following terms and conditions:

1. Your internship will begin on **July 01, 2016** and will end on **June 30, 2017** and you will report to the designated manager.
2. You will receive a stipend of **Rs. 18,000 /-** per month.
3. Taxes, as applicable, will be deducted every month from your stipend.
4. This internship is considered temporary and Company may discontinue the internship relationship at any time for any reason not prohibited by law. Furthermore, the grant of internship does not guarantee continuous employment, nor entitle you to employment with the Company.
5. As an intern, you will not receive any of the employee benefits that regular full time Company employees are entitled to, including, but not limited to, health insurance, provident fund, privilege leave, superannuation program, or gratuity.
6. As an intern, you will be entitled to one (1) leave per calendar month calculated/starting from the date of your joining. The entitlement of the leaves will be on prorated basis as per the date of joining. For the intern, who require leaves for purpose of university or college examinations a maximum of twelve (12) leaves per calendar year can be availed after taking prior permission from the Manager and PTC's Human Resource department. Any leaves availed in excess of aforementioned leaves quota, Company will deduct proportionate amount either from the monthly stipend or from the full and final settlement, payable to the intern, as deemed fit by the Company.
7. You shall comply with all applicable laws during the term of your internship with Company. In addition, you shall also comply with foreign laws in relation to anti-bribery and anti-corrupt, including but not limited to the Foreign Corrupt Practices Act of the US and the UK Bribery Act.
8. You acknowledge and agree that the intellectual property as well as any portion thereof you have developed shall be the sole property of Company from date of creation thereof. You agree that the exclusive ownership of all content and/or part of intellectual property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to Company from date of creation. You hereby waive all moral rights in relation to the intellectual property.
9. Confidentiality - You agree to keep secret and not disclose to parties outside Company any confidential or proprietary information with respect to Company's business of which you become aware, whether or not developed by you, except as required in your duties to Company, nor will you make use of such information for your personal benefit or for the benefit of others or in any way detrimental to Company.

PTC.com

**PTC CONFIDENTIAL**



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**DIRECTOR**

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Management & Research (I.I.C.M.R.)**  
Nigdi, Pune - 411 044

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10. By way of illustration, but not limitation, proprietary information includes any information, not generally known, which Company has expressly or implicitly protected from use by unauthorized persons or from unrestricted disclosure, such as, but not limited to trade secrets, inventions, discoveries, product designs, software documentation, technical product descriptions, methods, processes, data, marketing plans, forecasts, unpublished financial statements, budgets, licenses, prices, costs, sales quotas and employee, customer and supplier lists, as well as any evaluations, assessments, unique skills, knowledge or experience, or any other information related to employees, customers, or suppliers. You are required to maintain confidential all Company's proprietary or business information you come across and documents that you are required to handle in course of your work. In addition, you must return all Company-owned property, equipment, and documents, including electronic mail or other information on or before conclusion of your internship with the Company. Only after Company has taken over from you the above documents, your account of dues will be settled by the Company.

11. You hereby indemnify and always keep indemnified Company against all damages or losses that may arise due to your willful breach of terms and conditions stated herein.

12. You will follow all working norms and rules of PTC Software (India) Pvt. Ltd

**13. Termination:**

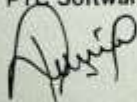
a. Termination by either party: Either party may terminate the terms of this internship upon written notice to the other party. The termination would be effective after fifteen (15) days from the date of the receipt (by the other party) of such notice (hereinafter referred to as the "Notice Period").

b. Termination by Company due to your misconduct: Notwithstanding anything mentioned in the terms of this internship, Company may terminate your internship, with immediate effect by a notice in writing (without stipend in lieu of notice), in the event of (i) due to your fraudulent, dishonest or undisciplined conduct, (ii) your breach of the integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your conviction for any offence involving moral turpitude, (v) breach of any terms of this internship or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) misconduct as provided under the labour laws / Acts or Company policies.

14. This internship offer and the terms of your internship shall be governed by and construed in accordance with the laws of India in relation to any legal action or proceedings. The parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune, India and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Sincerely,

For PTC Software (India) Pvt. Ltd



**Kamal Vatnani**  
Vice President – Human Resources

**ACCEPTANCE:**

My signature below indicates my acceptance of the offer as outlined above.



Intern Signature

**AMEY PATIL**

Intern Name

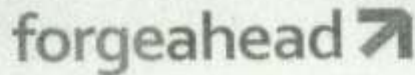
**14/06/2016**

Signature Date



**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044





23<sup>rd</sup> March 2016

#### OFFER OF INTERNSHIP

Dear **Rahul Ojha**,

With reference to the discussions you had with us, we are pleased to select you for an Internship Program as **Software Developer Trainee (Intern)** in our organization.

Your emoluments structure i.e stipend will be as per the following pattern, in line with our policies. During this period of internship you will be paid a stipend of **Rs.1,20,000 Per Annum** (INR One Lakh Twenty Thousand Only). Appropriate amounts will be deducted as per the provisions of the law.

You will be on your Internship period till the completion of your final year exam of MCA from the date you join us. However, your services will be regularized subject to your satisfactory performance and after the completion of final year exam. Depending on your performance and submission of the final year passing certificate, you may be offered permanent employment with Forgeahead Solutions Pvt. Ltd. During the internship program if your performance is not up to the mark the internship may end any time before your final year exam.

This offer is also contingent upon your acceptance and signing the Non-disclosure agreement with us. Your internship start date will be **1<sup>st</sup> June, 2016**.

The terms & conditions of this offer are confidential and should not be disclosed to third-party at any time. On violation, Forgeahead Solutions Pvt. Ltd may terminate this agreement without notice. A detailed Handbook stating the terms & conditions of working will be issued at the time of your joining.

Forgeahead Solutions Pvt. Ltd. is committed to the success of our Clients and our Employees who serve them. We value and respect our employees' judgment and try to accommodate their wishes as much as possible. We fully expect them to be satisfied both professionally and personally with us.

At the time of your joining you will be required to submit to the H.R. team, a set of documents mentioned and appended as **Annexure - II** along with your original documents for verification, etc., at the time of reporting for duties and hence you are advised to come prepared accordingly, without fail.

Please note that Forgeahead Solutions Pvt. Ltd reserves the right not to accept you into rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfil the requirements as specified in the checklist, particularly submission of documents in proof of your qualifications, experience, etc.

800 West El Camino Road  
Suite 100 Mountain View, CA 94040, USA  
T: +1-650-943-1387  
F: +1-650-943-1388  
www.forgeahead.co

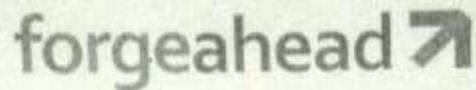
501, State Center, North Main Road, Koregaon  
Park, Pune 411001, Maharashtra India  
T: +91 20-4013-8288  
F: +91 20-4013-8282  
www.forgeahead.in



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



On the day of joining you will report to HR Team (Email id: [susmita.kaushik@forgeahead.io](mailto:susmita.kaushik@forgeahead.io)), Phone No: 9075006671, Address: Teerth Technospace IT Park, Office B-407, 4th Floor, Baner, Pune 411045, Maharashtra, India. Reporting time: 10:30 am.

If you have any queries / clarifications regarding your offer or joining, please contact: Human Resources Team at email: [susmita.kaushik@forgeahead.io](mailto:susmita.kaushik@forgeahead.io), Phone Contact at 9075006671

Congratulations and best wishes for a successful career at Forgeahead Solutions Pvt. Ltd.

Sincerely,

**Devesh Hingorani**  
**Chief Financial Officer**

Enclosed: Annexure I (Documents Submission Checklist)

I hereby accept the above mentioned internship.

Signature

Name: Rahul Ojha,

Date: 23<sup>rd</sup> March, 2016

#### **Annexure – I**

##### **Document Submission Checklist**

- Forgeahead Company Application Form
- Education certificate: X, XII Mark Sheet /Certificate
- Graduation/ Post Graduation Mark Sheet / Certificate
- Photocopy of Address (Voter ID/ Driving License/Passport/Aadhar Card)
- Photocopy of PAN
- Four Passport size photographs

800 West 131 Camino Real  
Suite 180 Mountain View, CA 94040, USA  
T : +1-650-948-1787  
F : +1-650-948-1788  
[www.forgeahead.io](http://www.forgeahead.io)

501 Trade Center North Main Road, Koregaon  
Park, Pune 411001, Maharashtra India  
T : +91 20-4013-8378  
F : +91 20-4013-8383  
[www.forgeahead.io](http://www.forgeahead.io)



**DIRECTOR**  
**Institute of Industrial & Computer**  
**Management & Research (I.I.C.M.R.)**  
Nigdi, Pune - 411 044





PERSISTENT

Reference: Persistent/Campus/DA00097578/3.0

Confidential

08-Jul-2016

Mayuri Joshi

Anand Shobha appt flat no 12A, front of saykar car washing center, Bhoi ali, Chinchwad Pune-33.  
Pune

Dear Mayuri,

Subject: Your Appointment as Software Engineer

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you a position as **Software Engineer** at grade **3.0** with Persistent Systems Limited (Company).

Persistent has role based structure. All roles have been mapped in various career tracks. Accordingly, you are placed in **Generic** track. During your tenure with the company you are expected to perform a role as may be deemed fit by the organization and business needs. The company encourages employees to sharpen and enhance their competencies by providing various roles.

Your scheduled date of joining will be **11-Jul-2016**. However, in case of any change in the schedule, we will communicate the revised date of joining.

The terms and conditions of this offer for employment are:

**A. Salary -**

Your Annual Cost To Company will be Rs. **3,70,000**. Your Annual Gross Salary will be Rs. **3,42,000**. A detailed break up of your salary is given in "Annexure-A".

**a. Statutory Bonus / Ex-Gratia Payment**

You will be eligible for a Statutory Bonus/Ex-Gratia payment, which would be calculated at 20% of the Basic Salary as mentioned in the Salary Break-up Sheet of this letter. The mode of payment will be as follows: 100% of Statutory Bonus/Ex-Gratia amount mentioned in the Salary Break-up Sheet will be paid on a monthly basis.

In case of change in any existing statute or introduction of new statute which requires any payments to be made, the Company reserves a right to adjust the salary components within your Annual Gross Salary in the salary break up to ensure full compliance of the payments to be made under such modified statutes or newly introduced statutes.

**b. CPB - Company Performance Bonus (as per the Company policy) -**

CPB will be paid to you on a Monthly basis. This payment is part of your annual gross salary and is payable on the basis of Quarterly Performance of the Company.



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Nigdi, Pune - 411 044.



# SALARY BREAK-UP SHEET

Date: 08-Jul-2016  
Name: Mayuri Joshi

Grade: 3.0

Location: Pune  
Designation: Software Engineer

I	Monthly Components	% of basic salary	Amount (Rs.)
1	Basic Salary		9,100
2	House Rent Allowance	50%	4,550
3	Company contribution to E.P.F./Special Pay I	12%	1,092
4	Superannuation fund/Special Pay II	15%	1,365
5	National Pension Scheme/Special Pay III	10%	910
6	Leave Travel Assistance	10%	910
7	Performance Pay	10%	910
8	Medical Reimbursement Allowance		1,250
9	Commuting Allowance		1,600
10	Statutory Bonus/Ex-gratia	20%	1,820
11	Upkeep Pay		1,779
Total to be paid monthly (M)			25,286
Total for the year (M * 12) [A]			3,03,432
II	Variable Components		
1	Company Performance Bonus(CPB) Per Month (M)		2,850
Total CPB 10% of Annual Gross Salary [B]			34,200
III	Annual Component		
1	Provision for your gratuity [C]	4%	4,368
Annual Gross Salary (A + B + C)			3,42,000
IV	Special Components		
Insurance* and Food** [D]			28,000
Cost To Company (CTC) [A + B + C + D]			3,70,000

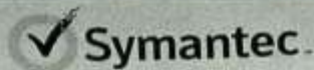
For Persistent Systems Limited  
*Kaustubh Bhadbhade*  
Kaustubh Bhadbhade  
Senior Manager - Human Resources



*Abhikam*

DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044





7-Jan-2016

Gaurav Vittal Poojari

Pune

Dear Gaurav,

This has reference to your application and the subsequent interview you had with us.

We are pleased to offer you as an Intern - Master Level on the following terms and conditions:

Your internship shall be for a period starting from 7-Jan-2016 to 30-Jun-2016

During this period your monthly stipend will be Rs.25000/- (Twenty Five Thousand Rupees only).

As you are an intern in the organization, you agree that you may not be entitled to all the benefits that are applicable to regular employees.

The payment will be released (subject to income tax, if applicable) every month.

Please note that all information, documents, technical know-how, which is accessible to you, will be kept strictly confidential & not divulged to any outsider.

Either party can terminate this assignment by giving 15 days notice or stipend in lieu of.

Please confirm your acceptance by returning the enclosed duplicate copy of this letter indicating the date of joining, duly signed by you within a week's time. If you do not join us by the mentioned date, we shall treat this internship offer as withdrawn.

We look forward to your joining our organization.

Sincerely,

For Symantec Software India Pvt Ltd

Shefali Desai  
Director, Global Staffing, HR Talent Org

I agree and will join from

Gaurav Vittal Poojari

Symantec Software India Private Limited

www.symantec.com; Telephone + 91 20 4605 1001

O-5 Floor, Wing1, Cluster B, Plot # 1, Survey#77, MIDC Knowledge Park, EON, Kharadi, Pune, Maharashtra - 411 014, India  
Corporate Identification Number: U74900MH1995FTC092611



DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044

June 15, 2015

**Nilesh Kapale**  
Police Colony, Sneha Nagar,  
Nanded- 431 605

**Subject: Internship Offer**

Dear Nilesh,

With reference to the request from your college for carrying out internship training as part of your curriculum studies for the year 2014-15, we are pleased to offer you the internship position of Intern, within the Granite & CAD Adaptors IND department at our Pune Development Centre.

If you accept this offer, your internship at PTC Software (India) Private Limited, shall be subject to the following terms and conditions:

1. Your internship will begin on Jul 01, 2015 and will end on Jun 30, 2016 and you will report to the designated manager.
1. You will receive a stipend of Rs.14,000 /- per month.
2. Taxes, as applicable, will be deducted every month from your stipend.
3. This internship is considered temporary and Company may discontinue the internship relationship at any time for any reason not prohibited by law. Furthermore, the grant of internship does not guarantee continues employment, nor entitle you to employment with the Company.
4. As an Intern, you will not receive any of the employee benefits that regular full time Company employees are entitled to, including, but not limited to, health insurance, provident fund, privilege leave, superannuation program, or gratuity.
5. As an Intern, you will be entitled to one (1) leave per calendar month calculated/starting from the date of your joining. The entitlement of the leaves will be on prorated basis as per the date of joining. For the Intern, who require leaves for purpose of university or college examinations a maximum of twelve (12) leaves per calendar year can be availed after taking prior permission from the Manager and PTC's Human Resource department. Any leaves availed in excess of aforementioned leaves quota, Company will deduct proportionate amount either from the monthly stipend or from the full and final settlement, payable to the Intern, as deemed fit by the Company.
6. You shall comply with all applicable laws during the term of your internship with Company. In addition, you shall also comply with foreign laws in relation to anti-bribery and anti-corrupt, including but not limited to the Foreign Corrupt Practices Act of the US and the UK Bribery Act.
7. You acknowledge and agree that the intellectual property as well as any portion thereof you have developed shall be the sole property of Company from date of creation thereof. You agree that the exclusive ownership of all content and/or part of intellectual property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to Company from date of creation. You hereby waive all moral rights in relation to the intellectual property.
8. Confidentiality – You agree to keep secret and not disclose to parties outside Company any confidential or proprietary information with respect to Company's business of which you become aware, whether or not developed by you, except as required in your duties to Company, nor will you make use of such information for your personal benefit or for the benefit of others or in any way detrimental to Company.



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**DIRECTOR**

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Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



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9. By way of illustration, but not limitation, proprietary information includes any information, not generally known, which Company has expressly or implicitly protected from use by unauthorized persons or from unrestricted disclosure, such as, but not limited to trade secrets, inventions, discoveries, product designs, software documentation, technical product descriptions, methods, processes, data, marketing plans, forecasts, unpublished financial statements, budgets, licenses, prices, costs, sales quotas and employee, customer and supplier lists, as well as any evaluations, assessments, unique skills, knowledge or experience, or any other information related to employees, customers, or suppliers. You are required to maintain confidential all Company's proprietary or business information you come across and documents that you are required to handle in course of your work. In addition, you must return all Company-owned property, equipment, and documents, including electronic mail or other information on or before conclusion of your internship with the Company. Only after Company has taken over from you the above documents, your account of dues will be settled by the Company.
10. You hereby indemnify and always keep indemnified Company against all damages or losses that may arise due to your willful breach of terms and conditions stated herein.
11. You will follow all working norms and rules of PTC Software (India) Pvt. Ltd
12. Termination:
- a. Termination by either party: Either party may terminate the terms of this internship upon written notice to the other party. The termination would be effective after fifteen (15) days from the date of the receipt (by the other party) of such notice (hereinafter referred to as the "Notice Period").
- b. Termination by Company due to your misconduct: Notwithstanding anything mentioned in the terms of this internship, Company may terminate your internship, with immediate effect by a notice in writing (without stipend in lieu of notice), in the event of (i) due to your fraudulent, dishonest or undisciplined conduct, (ii) your breach of the integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your conviction for any offence involving moral turpitude, (v) breach of any terms of this internship or the Company's policies or other documents or directions of the Company, (v) you going on or abetting a strike in contravention of any law for the time being in force, (vi) misconduct as provided under the labour laws / Acts or Company policies.
13. This internship offer and the terms of your internship shall be governed by and construed in accordance with the laws of India in relation to any legal action or proceedings. The parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Pune, India and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Sincerely,


For PTC Software (India) Pvt. Ltd



Kamal Vatnani  
Senior Director Human Resources

**ACCEPTANCE:**

My signature below indicates my acceptance of the offer as outlined above.



Intern Signature

Nitesh Naroti Kupte

Intern Name

23/06/2015

Signature Date



DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



Ref: 2016/HR/V222

Date: 6<sup>th</sup> July 2016

**Subject: Confirmation Letter**

Congratulations!

Dear Siddharth Sonavane,

We are pleased to convey, that you have completed your probation period successfully and the Management has taken the unanimous decision to make you a permanent employee of Forgeahead Solutions Pvt. Ltd.

In view of your satisfactory performance, you have been confirmed at the position of **Software Engineer** in Forgeahead Solutions Pvt. Ltd. with effect from **6th July 2016**.

We are pleased to inform you that your salary has been revised with effect from **6th July 2016** to **Rs.2,40,000/-** yearly and other benefits of the company as per the table below.

PARTICULARS	Per Month	Per Annum
	(in Rs.)	(in Rs.)
Basic + DA	6,650	79,800
HRA	2,660	31,920
Conveyance Allowance	1,600	19,200
Standard Allowance	6,092	73,104
Statutory Bonus	700	8,400
<b>Fixed Earnings</b>	<b>17,702</b>	<b>2,12,424</b>
Insurance	500	6,000
Company's contribution to PF	798	9,576
Variable Pay (Performance based payable half yearly)	1,000	12,000
<b>Cost to Company</b>	<b>20,000</b>	<b>2,40,000</b>

Vertis Microsystems LLP

Office B-407 - Fourth Floor, Teeth Technopace IT Park, Off Marol-Bangalore Highway, Baner, Pune, India 411045 | Tel. : +91 20 6720 7000 | www.vertisforcery.com



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044





All other terms and conditions mentioned as per the Employee Handbook remains the same. Forgeahead Solutions Pvt. Ltd. congratulates you on your confirmation and wishes you well in your position. Thanks for your contribution to the organization and wishing you best of luck for all your future endeavors.

Kindly acknowledge the duplicate copy as your acceptance.

Wish you all the success!

Kind regards,

Devesh Hingorani  
Chief Financial Officer

I hereby accept the above mentioned confirmation.

Signature:  
Name: Siddharth Sonavane  
Date: 6th July 2016



DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



EVOLVE TECHNOLOGIES & SERVICES PVT. LTD

28<sup>th</sup> July'15

To,  
Mayuri Omanwar  
"Laxmi Narayan",  
Gokul Nagar,  
Nanded

**Internship Offer Letter**

Dear Mayuri,

We are pleased to offer you an internship with **Evolve Technologies & Services Pvt. Ltd.** This is an educational internship. Our goal is for you to learn more about Software Industry.

As we discussed, your internship is expected to last from **10<sup>th</sup> August 2015 to 9<sup>th</sup> February 2016**. However, at the sole discretion of the Company, the duration of the internship may be extended or shortened with or without advance notice.

As an intern, you will not be a Company employee. Therefore, you will not receive a salary or other compensation. You will not be eligible for any benefits that the Company offers its employees. As you will be receiving academic credit for this position, you will not be paid. Additionally, students do not receive benefits as part of their internship program. You understand that participation in the internship program is not an offer of employment, and successful completion of the internship does not entitle you to employment with the Company.

Internship at Evolve Technologies will give you wide exposure and experience of professional life, it will help in gaining practical experience, by applying methods and theories learned in classes. It will boost your confidence and possibly create a base for getting a Full-Time Job with the Evolve. At the end of the Internship you will be awarded with Internship Certificate.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents.

This letter constitutes the complete understanding between you and the Company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.

I hope that your internship with the Company will be successful and rewarding.

Please indicate your acceptance of this offer by signing below and returning it to us. If you have any questions, please do not hesitate to contact me.

We look forward to a long and successful association with you. Welcome to Evolve Technologies and Services Pvt. Ltd.

[www.evolve-india.com](http://www.evolve-india.com)



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044





EVOLVE TECHNOLOGIES & SERVICES PVT LTD

Warm Regards,

Somnath Galkwad

Manager HR & Admin.

Human Resources  
Evolve Technologies & Services Pvt. Ltd.  
020-40767-772

I accept association with the Company on the terms and conditions set out in this letter.

MAYURI U. OMANWAR

Name

[Signature]

Signature

30-07-2015

Date

[www.evolve-india.com](http://www.evolve-india.com)



[Signature]

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.

Ref. no.: SUNGARE/16-00102

4<sup>th</sup> February 2016**GANESH K MALI****Subject: Offer Letter for the post of Intern****Dear Ganesh,**

This is with reference to your application for the post of intern and the subsequent round of interviews that we had with you for internship.

We are pleased to inform you that you have been selected to join our organization as an **Intern**. This is to clarify that as per our policy you will be on internship for a minimum of **six months** after which your performance will be evaluated. The status in the organization will be reviewed based on the evaluation done by your superiors.

For any queries or clarifications, please feel free to call the undersigned or any representative from our HR department and they will be glad to assist you.

We hope to have a long lasting professional relationship with you.

**For Sungare Technologies Pvt. Ltd.****Best regards,****Divya Nair****HR Executive**

2<sup>nd</sup> & 4<sup>th</sup> Floor, Nyalkaran Apartment, Srikrishna Nagar, Near Ramkrishna mangal karyaalaya, Pimple Gurav, Pune- 411061 MH, India. Tel. +919730816139/020-65320101 [www.sungare.com](http://www.sungare.com)

**DIRECTOR**

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





Welcome to  
Wipro Technologies!!!

Congratulations on sailing into the world of Wipro.

College Name: ATSS - IICMR - MCA

Date: 19/12/2014

Sl No	Candidate Name	College Name	Degree	Specialization
1	PRITAM BHUSAHEB BAGARE	ATSS - IICMR - MCA	MCA	
2	VINAYAK SURESH ABHANG	ATSS - IICMR - MCA	MCA	
3	RAHUL VIJAYASAGAR DIKINDA	ATSS - IICMR - MCA	MCA	
4	APURVA VINOD RASPUT	ATSS - IICMR - MCA	MCA	
5	AKSHAY RAVIKIRAN KUNDKAR	ATSS - IICMR - MCA	MCA	
6	SHAILESH HARIBHAU SATHE	ATSS - IICMR - MCA	MCA	
7	PRAVEEN AJHOK BOYNE	ATSS - IICMR - MCA	MCA	
8	SUSIT EKNATH KURHADE	ATSS - IICMR - MCA	MCA	
9	RUCHIRA RAJ DESHPANDE	ATSS - IICMR - MCA	MCA	
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

\*Offers will be subject to audit clearance.

CPM  
Placement Officer Name: SURENDRA METKURU  
CPM  
Placement Officer Signature: M. Suren

Placement Officer  
Name: Mahesh N. Deshmukh  
Signature: Mahesh N. Deshmukh  
Contact us at: [manager.campus@wipro.com](mailto:manager.campus@wipro.com)

Wipro Technologies  
Innovative Solutions Quality Leadership  
Regd Office: Wipro Limited, Dooda Kannelli, Sarajpur Road Bangalore - 560035, India Tel : +91-80-28440011 - 15, Fax : +91-80-2844054 [www.wipro.com](http://www.wipro.com)



Abhikam

DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



Reference: Persistent/Intern/DA00075928/0.2

**Confidential**

30-Dec-2014

**Ms. Rakshanda Deshmukh**  
**At:Kasarwadi**  
**Post:Chas. PIN -**

Dear Rakshanda,

**Subject: Your Appointment as Intern**

**Congratulations!**

With reference to your application for internship and employment with us, and the subsequent selection process, we are pleased to inform you that you have been selected as **Intern at grade 0.2** with **Persistent Systems Limited (Company)**.

The duration of the internship will be for a period from **07-Jan-2015** to **10-Jul-2015**.

During the internship period you will be paid a consolidated stipend of Rs. **10,000 (Rupees Ten thousand only)** per month. You will also be eligible for benefits such as free lunch, snacks, tea and coffee during your internship period.

We will assess your performance during the Internship Period. If your performance is found to be satisfactory and subject to organizational requirement and availability of suitable position, we may consider making a job offer to you as a regular employee at a later date.

**1. Working days**

Normal working days are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other weekly off day. The normal working hours are forty five hours per week.

**2. Holidays and Leaves**

During the leaves period, you will be eligible for leave as per Company's Leave policy. You will not be eligible for any other leave or compensatory off during internship period.

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000  
Persistent Systems Inc., 2077 Gateway Place, Suite 500 San Jose, CA 95110 USA | Tel: +1 (408) 451 9177  
Persistent Systems France SAS, 1 rue Hector Berlioz, 38600 Fontaine, France | Tel: +33 (0) 4 76 53 35 80

Page 1 of 3



*Abelkam*

**DIRECTOR**

**Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]**  
Nigdi, Pune - 411 044



June 20, 2014

To,  
Suraj Hase,  
Near Pandit petrol pump,  
Dangechowk, Thergaon.

**Sub: Internship Training From 23<sup>rd</sup> June 2014 to 22<sup>nd</sup> June 2015.**

Dear Suraj,

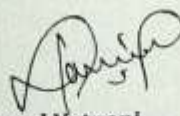
With reference to the request from you college for carrying out internship training as part of your curriculum studies we are pleased to extend your internship training at our Pune Development Centre from **23<sup>rd</sup> June 2014 to 22<sup>nd</sup> June 2015**.

**Term and Conditions:**


1. You will receive a stipend of Rs.14,000 /- per month will be paid upon receipt of invoice.
2. Appropriate taxes as applicable will be deducted every month from your stipend
3. Confidentiality - You are required to maintain confidential all information and documents that you are required to handle in course of your work.
4. You will follow all working norms and rules of PTC Software (India) Pvt. Ltd.

Yours Sincerely

For PTC Software (India) Pvt. Ltd

  
**Kamal Vatnani**  
Senior Director - Human Resources

Accepted

  
23<sup>rd</sup>/06/2014



  
**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



ON No.: U72900PN2012PTC143298 2012-2013

12<sup>th</sup> February 2015

DEVIDAS LABADE

PUNE

**SUBJECT** – Employment Offer with Ellicium Solutions Private Limited

Dear Devidas,

We are pleased to confirm our offer of employment to you as **Senior Software Engineer** with Ellicium Solutions, **on completion of your graduation, starting tentatively on 01<sup>st</sup> May 2015, subject to submission of Mark-sheet/Post Graduation Certificate.** We value your abilities and believe you will find our work environment to be challenging and fulfilling.

We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are your employment details:

**Location** – you will be based in Pune. The company may require you to work on customer's site, both within and outside of Pune. The company will seek to give you reasonable notice of travel arrangements, and take into account your personal circumstances where appropriate.

**Compensation** – Your gross monthly salary will be Rs. 20,000/- (Rs. Twenty Thousand only).

**Performance Bonus** – The annual performance bonus payable shall be pro-rated to your completed months of service with the company. The amount of performance bonus to be paid to you will be at company's discretion and will depend on your performance and the financial condition of the company.

**PF, Gratuity & Medical Insurance** – Currently you are not eligible for any of these and the company does not take any liability towards your medical, accident or life insurance.

**Annual Leave** – Apart from the standard five days working week; you will be eligible for not more than 15 working days per year, as per Ellicium Policy.



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





GN No.: U72900PN2012PTC143298 2012-2013

**Please note that:**

1. You are not allowed to undertake any full time / part time work while you are employed at Ellicium
2. You will be bound by Ellicium's Private Information Policy for holding in confidence any trade secrets or confidential business and technical information of the company or its clients
3. Additionally, you will also be bound by Ellicium policy with respect to Intellectual Property
4. If you resign Ellicium, you will have to serve a notice period of minimum **one month**.

**To accept this job offer:**

1. Sign and date this job offer letter where indicated below.
2. Please email us your final conformance to this offer

We at Ellicium hope that you'll accept this job offer and look forward to welcoming you aboard. In case of any doubt, feel free to email me.

Sincerely,

Dhanashri Deshpande  
Dy. Manager – Admin & Accounts,  
Ellicium Solutions Pvt. Ltd.

**Accept Job Offer**

By signing and dating this letter below, I, accept this job offer made by Ellicium Solutions.

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

DEVIDAS LABADE



**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.

March 27, 2015



ISO 9001:2008,  
ISO/IEC 27001:2005 &  
A SW-CMM Level 4 Company

To,  
Mr. Shankar Solunke,  
Flat No.: 08, Om Sai Apartment,  
Sudarshan Nagar,  
Pimple Gurav,  
Pune

Offer Letter

Dear Shankar,

Greetings!

On behalf of Xpanxion, we are pleased to inform you that you have been selected for the position of **Trainee Engineer**. This offer is valid subject to you on positive clearing the final exams of your **M.C.A. degree**. You are required to join us on or before **10<sup>th</sup> July 2015**.

Your total emoluments (Cost To Company) would be **INR 3,00,000/- (INR Three Lakhs Only)** per annum. A break up of the same is attached in the **Annexure**, for your reference and understanding.

You will be on a probation for a period of **One Year**, from the date of joining. Upon satisfactory performance during the probation period, your employment will be confirmed and communicated to you in writing.

Any cost which would be incurred on your training would be recovered from you in case you leave the organization within a year.

Please note that you will be required to furnish following documents at the time of joining:

- Proof of age/Date of birth and proof of residence.
- Educational/Professional qualifications- SSC onwards.
- Relieving letter(s) from all previous employer(s).
- Work experience certificates
- Marriage Certificate and Birth certificate of Children ( If applicable)
- Last three salary pay slips / last three month's bank statements (If applicable).
- A Copy of PAN card, Passport, Driving License and copy of valid US visa ( if any)
- Two recent passport size photographs.

Please confirm your acceptance of this offer by signing and returning the duplicate copy of this letter. The joining date can be deferred maximum by a week, in case of unavoidable circumstances, post which, the offer would stand cancelled.

I would like to take this opportunity to welcome you to be a part of the Xpanxion team and wish you every success in your assignment with us. Please feel free to discuss in case you have any concerns/clarifications on the same we would be happy to address the same.

For Xpanxion International Pvt. Ltd.

Manshi Sinha,  
Manager- Recruitments.

Address: Xpanxion Int. Pvt. Ltd., Server Space, 3<sup>rd</sup> & 4<sup>th</sup> Floor, A.G. Technology Park, Off ITI Road, Aundh, Pune: 411007, India  
Tel : +91 20 4019 0500, +91 20 6629 0500 Fax : +91 20 4019 0699, +91 20 6629 0699 Web: www.xpanxion.com  
CIN: U72200PN1998PTC012630



**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



**Quick Heal**

Security Simplified

**Quick Heal Technologies (P) Ltd.**

Office No - 9, MHADA Complex, S.No - 120, Phule Nagar,  
Near RTO Office, Alandi Road, Yerwade, Pune - 411 006 (India).  
Tel: 020 - 66835900, Email: hr@quickheal.co.in  
CIN: U72200MH1995PTC091408

Ref/QHTPL/OL/14-15

2nd July 2014

To,

Dengale Amol Babasaheb,  
A/P-Chaitnya Bekari,  
Nimgaon JALI Tal-  
Sangamner, Ahmednagar  
413714

**Subject: Offer for 6 Months Industrial Training**

Dear Amol,

1. With reference to your interview and test conducted, we are pleased to offer you association for a "6 Months Industrial Training Program" in 'Development Team'.
2. You are requested to join us with effect from 1<sup>st</sup> January 2015 at Quick Heal Technologies Pvt. Ltd, Pune.
3. During the Training Period, you will be entitled for a stipend of Rs. 12000/- (Rupees Twelve Thousand Only).
4. Quick Heal holds the right to cancel this offer at any time on the grounds of incorrect information or inappropriate feedback.
5. We have pleasure in welcoming you to our organization and we sincerely hope that your association with our organization will be mutually satisfactory.
6. You need to submit below mentioned documents at the time of Joining:-
  1. Photo ID Proof (Passport, Driving License, Voter ID Card etc.)
  2. Address Proof (Electricity/Telephone Bill, Ration Card, Voter ID etc.)
  3. PAN Card
  4. 2 Passport size photos (in formal dress with white background)

You are requested to return a copy of your acceptance duly signed.

With Best Wishes,  
For Quick Heal Technologies Pvt. Ltd.

  
Ulhas Thakurkar  
Manager - Human Resources

Developers of

**Quick Heal**

India's leading Security Software





**DIRECTOR**

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



**Ms. Deepshikha Singh**  
Vivek Bhawan, Kankarbagh,  
Patna.

**Date: 22<sup>nd</sup> Dec, 2014**

Dear Deepshikha,

**Assignment Letter**

**1. EMPLOYMENT**

We are pleased to offer you the position of '**Intern Graduate**' with Nityo Infotech Services Pvt. Ltd (the "**Company**"), to render service that may be required by our client ("**BMC Software India Pvt. Ltd**").

The duration of your contract shall be from '**22<sup>nd</sup> -Dec-2014 to 21<sup>st</sup> -Dec -2015**' the terms and conditions of your employment with the Company are as follows:-

**2. DUTIES**

2.1. You will be responsible for performing services for the Customer as assigned by the Customer's employees who are designated with authority to manage and supervise your work from time to time. You shall at all times during the period of this Agreement:

- 2.1.1. You will execute your work at customer premises.
- 2.1.2. Comply with all rules, regulations and procedures of the Customer.
- 2.1.3. Provide reports concerning your work activities from time to time as requested.
- 2.1.4. Not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the interests of the Company & Customer.

**3. COMPENSATION AND BENEFITS**

3.1. Details of your monthly compensation are as mentioned below:

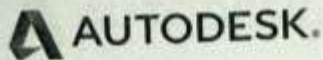
Compensation Component	Amount (Rs.) Per Month
Basic	7,800.00
HRA	3,400.00
Conveyance	800.00
CCA	1,161.00
Medical Reimbursement	1,250.00
Telephone reimbursement	425.00
Bonus	292.00
<b>Total (A)</b>	<b>15,128.00</b>
<b>Deductions</b>	-
PF employee Contribution (B)	936.00
<b>Retrievals</b>	-
PF employer Contribution (C)	936.00
<b>Gross CTC = (A) + (B) + (C)</b>	<b>17,000.00</b>



*Abhikam*

**DIRECTOR**  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.





Date: 27 June 2013



Bhushan Pawar  
Shree Sadguru Krupa",  
Sec no.28, 37/6, Ganganagar,  
Akurdi, Pune

Dear Bhushan,

On behalf of Autodesk India Private Limited, I am pleased to offer you temporary association in our College Internship Program. Your position will be Intern. In this position, you will report directly to Mr. **Anand Karyekar, Software Development Manager** who is based in **Pune**. You will be located in our Pune office. If you accept this offer, your start date will be 1<sup>st</sup> July 2013 and subject to termination provision of this Letter, your internship will end no later than 20<sup>th</sup> December 2013.

You shall receive a fixed amount of Rs. 20,000 per month (subject to applicable tax). Unless authorized in advance by Autodesk, your weekly schedule may not exceed 40 hours per week. Because you will be an Intern, you will not be entitled to any employment benefits which Autodesk offers to its regular employees. However, you will receive abbreviated benefits which are statutorily required leaves plus sick leave. More information will be provided to you at your orientation.

You will be asked to sign standard agreements requiring you to hold in confidence any proprietary information received as an Autodesk Intern. Further, you will be required to comply with the Autodesk's Code of Conduct and all other HR policies, which you will be advised on upon joining us.

We wish to emphasize that you should not bring with you any confidential or proprietary material of a third party including from your college or any former employer, nor violate, in any way, previous obligations regarding confidentiality at another firm. This letter constitutes a contract for a fixed term of six months. Please note that in case of breach of any company policies, misconduct or unethical behaviors, your internship can be terminated with immediate effect.

Your Internship with Autodesk is conditioned upon your being **currently enrolled as a full-time student in good academic standing pursuing a Bachelors, Masters or PHD level degree from an accredited institution**. As a condition of your internship, you may be required to show Autodesk proof that you meet these criteria.

U.S. Export Controls Laws require that Autodesk obtain a U.S. government export license prior to employing certain persons. The Company determines if a license would be required by reviewing the Export Controls Questionnaire completed by the employee and the results of an abridged background check. This offer is contingent on your timely and fully completing the Questionnaire and the background check. In addition, this offer may be rescinded if either of these reveals that the Company must obtain a license for your employment and the Company determines it does not wish to do so.

**Autodesk India Private Limited**

5th Floor, MGF Corporate Park, MGF Metropolitan Mall, Saket District Centre, Saket, New Delhi - 110 017  
PHONE +91 11 4607 7200 | FAX +91 11 4607 7298 | www.autodesk.com

Registered Office : Unit A-4, 'A' Wing, 2nd Floor, Divyashree Chambers, Langford Road, Bangalore-560 025.  
PHONE +91 80 4119 8000 FAX +91 80 2236 8085 | www.autodesk.com



**DIRECTOR**

**Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]**  
Nigdi, Pune - 411 044



## WEBTECH DEVELOPERS PVT. LTD.

Office 718, Siddharth Towers, Building 1, Near Sangam Press, Kothrud, Pune - 411029  
• Phone: 020 66083222, 020 65263309 • Web: [www.webtechdevelopers.com](http://www.webtechdevelopers.com)

Date 18<sup>th</sup> July, 2013

Mr. Ravindra Gurung  
Institute of Industrial & Computer Management & Research (IICMR),  
Pradhikaran,  
Pune-411004.

Dear Ravindra Gurung,

In reference to your application we would like to congratulate you on being selected for internship with Webtech Developers Pvt. Ltd. based at Kothrud, Pune. Your training is scheduled to start effective from December 02, 2013 to May 31, 2014.

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training

You should report for training at the following address:

Webtech Developers Pvt. Ltd.  
Office 718 Siddharth Towers,  
Building 1 near Sangam Press,  
Kothrud Pune - 411 038.  
Phone: 020-66083222.  
Contact Person: Mr. Sunil Manucha

Again, congratulations and we look forward to working with you.

Yours sincerely,

for Webtech Developers Pvt. Ltd.

*Sunil Manucha*

Mr. Sunil Manucha

Director, Webtech Developers Pvt. Ltd.



Office 718, Siddharth Towers, Building 1, Near Sangam Press, Kothrud, Pune - 411029 • Phone: 020 66083222, 020 65263309 • Web: [www.webtechdevelopers.com](http://www.webtechdevelopers.com)



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



May 28, 2013

Akash Sarpathe  
IICMR  
HS-2, Sector 27A,  
Near Sant Tukaram Garden,  
Pradhikaran, Pune - 411004

**Sub: Internship Training From June 10 , 2013 – June 09, 2014**

Dear Akash,

With reference to the request from you college for carrying out internship training as part of your curriculum studies we are pleased to extend your internship training at our Pune Development Centre from **June 10 , 2013 – June 09, 2014**

Term and Conditions:

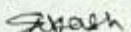
1. You will receive a stipend of Rs.14,000 /- per month will be paid upon receipt of invoice.
2. Appropriate taxes as applicable will be deducted every month from your stipend
3. Confidentiality – You are required to maintain confidential all information and documents that you are required to handle in course of your work.
4. You will follow all working norms and rules of PTC Software (India) Pvt. Ltd.

Yours Sincerely

For PTC Software (India) Pvt. Ltd.

  
**Pragati Chauhan**  
Manager – Human Resources

PTC.com

Accepted.  
  
(AKASH SARPATHE)



  
DIRECTOR  
Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044



Date: 5<sup>th</sup> March 2013.

Mr. Ajinkya Bharat Bhangre,  
30, Parth Bunglow, Vrindavan Nagar,  
Mhasrul, Nashik-4.

Dear Ajinkya,

We are pleased to offer you the position of "Project Trainee" at our Pune office for a period of 6 (Six) Months effective 11<sup>th</sup> March 2013 to 10<sup>th</sup> September 2013.

During this period you will be paid a stipend of Rs. 5000 (Five Thousand Only) per month.

You are expected to report to our Pune office, on the above mentioned date.

You are requested to sign and return the duplicate copy of this letter as a token of your acceptance.

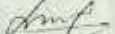
With Regards

For Mastek Limited

Girish Karnad

Vice President - Recruitment, Facilities & Procurement

Received and Accepted \_\_\_\_\_

Signature & Date  19/3/2013.



DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



## Offer Letter

Date : 15/07/2013

Ref: HR/EMP/OL-08/July\_2013

Dear Suraj Shinde,

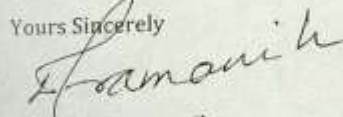
CoreDataTree Technology Pvt. Ltd. has the pleasure in offering you an appointment as '**Product Engineer - Trainee**' with effect from the **15/07/2013**. The appointment terms & conditions are as below:

- PLACE OF WORK : Pentagon P3, 202, Pune-411028
- DATE OF JOINING : 15/07/2013
- REMUNERATION : 7000/- Monthly (Deductions as applicable)
- WORKING HOURS : 9 working hours, 5 days a week.
- ANNUAL LEAVE : You are entitled for the public holidays  
(Mentioned as per the CoreDataTree Holiday List)
- PROBATION PERIOD : 6 Months
- NOTICE PERIOD : 45 Days

Kindly confirm your acceptance of the offer said employment terms & conditions by signing.

Thank you.


Yours Sincerely



Debasish Pramanik

Managing Director

CoreDataTree Technology Pvt. Ltd.

  
Suraj Ramesh Shinde

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



PERSISTENT

31-May-2013

Kind Attn:

Mahesh N. Deshmukh,  
Training & Placement Officer,  
Industry- Interaction Cell,  
IICMR, Nigdi, Pune.

Dear Mahesh Sir,

We are pleased to inform that following students have been selected in the campus recruitment drive held at IICMR, Nigdi on 31<sup>st</sup> May 2013 as the eligible candidates for a Internship opportunity with us.

Sr. No	Salutation	First Name	Last name	Last Name	College Name
1	Mr.	Akash	Rajesh	Daryanani	IICMR Nigdi
2	Mr.	Ramkrushna	Bhagwandas	Pathade	IICMR Nigdi
3	Ms.	Priyanka		Mehra	IICMR Nigdi
4	Mr.	Nikhil	Sanjay	Tanpure	IICMR Nigdi

Individual selection letters will be sent to these candidates in due course of time.

We thank you for providing our Company an opportunity to conduct recruitment drive for your Institute.

We look forward to continued support from your side.

Thanking you.

Nitant Joshi  
Human Resources - Persistent Systems Ltd.



*Abhikam*

DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.



Ref/QHTPL/OL/13-14

5<sup>th</sup> June 2013

To,

Sushant Kumar Arya,  
C/o-Walehkar Nivrutti Kondiba ,  
Flat no-06, Sarowar Housing Society,  
Walehkarwadi Road, Gurudwara, Chinchwad,  
Pune

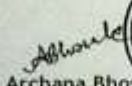
Subject: Offer for 6 Months Industrial Training

Dear Sushant Kumar,

1. With reference to your interview and test conducted, we are pleased to offer you association for a "6 Months Industrial Training Program" in 'Development Team'.
2. You are requested to join us with effect from 1<sup>st</sup> January 2014 at Quick Heal Technologies Pvt. Ltd, Pune.
3. During the Training Period, you will be entitled for a stipend of Rs. 12000/- (Rupees Twelve Thousand Only).
4. Quick Heal holds the right to cancel this offer at any time on the grounds of incorrect information or inappropriate feedback.
5. We have pleasure in welcoming you to our organization and we sincerely hope that your association with our organization will be mutually satisfactory.
6. You need to submit below mentioned documents at the time of Joining:-
  1. Photo ID Proof (Passport, Driving License, Voter ID Card etc.)
  2. Address Proof (Electricity/Telephone Bill, Ration Card, Voter ID etc.)
  3. PAN Card
  4. 2 Passport size photos

You are requested to return a copy of your acceptance duly signed.

With Best Wishes,  
For Quick Heal Technologies Pvt. Ltd.

  
Archana Bhosale  
Deputy Manager - Human Resources



Developers of

**Quick Heal**

India's Leading Security Software





DIRECTOR

Institute of Industrial & Computer  
Management & Research [I.I.C.M.R.]  
Nigdi, Pune - 411 044.