

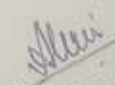
5.2.1 Percentage of pLakhsement of outgoing students and students progressing to higher education during the last five years

Year	Name of student who has been pLakhsement	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2018	Ms Sonali Karate	M.Sc.(Comp.Sci.)	2018	KKW College Saraswati Nagar Nashik	5.2 Lakhs
	Mr.Sagar Pagar	M.Sc.(Comp.Sci.)	2018	Andriod Developer	4 Lakhs
	Ms.Nishigandha Kardak	M.Sc.(Comp.Sci.)	2018	PHP Developer	3.8 Lakhs
	Ms Priyanka Shirsath	M.Sc.(Comp.Sci.)	2018	Asst.Professor	2.6 Lakhs
2019	Ms.Gayatri Boraste		2019	ERP System Support	
2020	Ms.Pooja Jadhav		2020	Software developer	
2021-23	Mr. Omkar D Tale	B.Com.	2021	Axis Bank(Chetana.Rao@axisbank.com)	10 Lakhs
	Mr. Suraj Shelke	M.Sc.(Comp.Sci.)	2022	Wind Hans Technologies, Nashik(9765888647)	6.5 Lakhs
	Ms. Gayatri Dingore	M.Sc.(Comp.Sci.)	2022	Bot Sapiens Pvt Ltd	6 Lakhs
	Mr. Sanket Chavan	M.Sc.(Comp.Sci.)	2022	Xorient Solutions Pvt. Ltd, Pune	6 Lakhs
	Mr. Trunal Nere	M.Sc.(Comp.Sci.)	2022	Entrata , Pune	3.21 Lakhs
	Ms. Nutan P Shirsath	M.Sc.(Comp.Sci.)	2022	Vision Techno	6 Lakhs
	Ms. Sattya Prasad	M.Sc.(Comp.Sci.)	2022	WNS, Nashik	3.5 Lakhs
	Ms. Revati Sonawane	M.Sc.(Comp.Sci.)	2022	VNS Software Private Limited (7588420982)	5 Lakhs
	Ms. Prajakta Badan	M.Sc.(Comp.Sci.)	2022	TDK India Pvt. Ltd.	6 Lakhs
	Mr. Yogesh Gaikwad	M.Sc.(Comp.Sci.)	2022	Capgemini ,Pune	6 Lakhs
	Ms. Sayali Vidhate	M.Sc.(Comp.Sci.)	2022	Dator Tech, Nashik(info@datortech.com)	7 Lakhs
	Mr. Shreyash Dherange	B.Sc.(CS)	2021	Tata Consultancy(91 2066087777)	3.5 Lakhs
	Ms. Anshuta P Patil	B.Sc.(CS)	2021	Byte Elephants Pvt. Ltd.	3 Lakhs
Mr.Vishvajit K.Deshmukh	M.Sc.(Comp.Sci.)	2022	Websoft IT Solution,Pune	5Lakhs	



Placement Data for Academic Year 2021-22 and 2022-23

Sr. No	Student Name	IT Industry/Institute/Business	Position	Pass out Year
1.	Mr. Suraj Sbelke	Wind Haus Technologies, Nashik	Fe. Php Developer	2022
2.	Ms. Gayatri Dingsore	Bot Sapiens Pvt Ltd	Software Engineer	2022
3.	Mr. Sanket Chavan	Norlent Solutions Pvt. Ltd, Pune	Software Engineer	2022
4.	Mr. Trunil Nere	Entrata, Pune	Software Engineer	2022
5.	Ms. Nutan P. Shirsath	Vision Techno	Data Analyst	2022
6.	Ms. Sattya Prasad	WNS, Nashik	Software Developer	2022
7.	Ms. Revati Sonawane	VNS Software Private Limited	Trainee Software Developer	2022
8.	Ms. Prajakta Badan	TDK India Pvt. Ltd.	Trainee Software Developer	2022
9.	Mr. Yogesh Gaikwad	Capegemine, Pune	Software Testing Engineer	2022
10.	Ms. Sayali Vidhate	Dator Tech, Nashik	Software Developer	2022
11.	Mr. Shreyash Dherange	Tata Consultancy	Assistant System Engineer	2021
12.	Ms. Anshuta P Patil	Byte Elephants Pvt. Ltd.	Junior software engineer	2021
13.	Mr. Omkar D Tale	Axis Bank	Deputy Manager	2021
14.	Mr. Vishvajit K. Deshmukh	Websoft IT Solution, Pune	JAVA Developer	2022

  
Mrs. Anuradha C. Ahire  
I/e Principal

Incharge Principal  
H.A.L. College of Science & Commerce  
Ozar Township, Nashik-422 207.



26<sup>th</sup> March 2022

**Revati Sonawane**

**Address:** 10<sup>th</sup> Mile, Shriramnagar, Janori Road, Ozar (MIG), Nashik, Maharashtra 423502.

Dear Revati Sonawane,

We are pleased to extend this offer of appointment, setting out details of your professional engagement with VNS.

This engagement is subject to the service conditions as mentioned below and contract of service as mentioned in **Annexure I** attached.

You will be staffed with VNS and will be designated as **Trainee - Talent Acquisition – IT Recruitment** during your engagement.

If you are agreeable to the terms and conditions, please return the duplicate of this offer letter duly signed within three days of receiving of this letter. In case we do not receive the formal acceptance within the mentioned period, this offer will be treated as null and void.

Thanks and regards,  
For **VN Software Private Limited**

Sai Bapat  
Manager – Human Resource

I, **Revati Sonawane**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

Name

Place

**VN Software PRIVATE LIMITED**

Reg Office: Office No. 104, Samruddhi Park, Pune, Maharashtra, India, 411027 Mob: +917588420982

Email: [hr@vnsoftware.in](mailto:hr@vnsoftware.in) Website: [www.vnsoftware.in](http://www.vnsoftware.in)

*Sai Bapat*  
Incharge Principal  
H.A.L. College of Science & Commerce  
Ozar Township, Nashik-422 207



## Schedule A

**VN Software Pvt. Ltd.  
Terms and Conditions of Employment**

The following outlines the terms and conditions of employment with VN Software Pvt. Ltd. The Company reserves the right to change these terms and conditions as necessary, with due notice.

<b>Title</b>	<b>Trainee - Talent Acquisition - IT Recruitment</b>
<b>Initial Reporting Relationship</b>	<b>Manager – Talent Acquisition</b>
<b>Responsibilities</b>	<p>Your job responsibilities include <i>Recruitment</i>. A copy of your position description is attached as Schedule "B."</p> <p>While employed by the Company, you agree to work on a <b>Fulltime</b>-time basis exclusively for the Company and agree that you shall not, while you are employed by the Company, be employed or engaged in any capacity, in promoting, undertaking or carrying on any other business that competes with the Company or interferes or could reasonably interfere with your duties to the Company without our prior written permission.</p>
<b>Salary</b>	<b>INR 12000/Month + Incentive – During Training Period (first 3 Months)</b> <b>INR 15000/Month + Incentive – After Training Period</b>
<b>Incentive</b>	INR 3000/Joiner upon Invoice Billing Paid by Client
<b>Job Location</b>	S. No 866/3A/1, Kale Mala, Near Enrise Sayaji, Sainath Nagar, Nasik 422009
<b>Status</b>	Full-time
<b>Start Date</b>	1 <sup>st</sup> April 2022
<b>End Date</b>	24 <sup>th</sup> March 2025
<b>Hours of Work</b>	Employees are expected to work a minimum of 6 Days per week (Mon – Sat)
<b>Payroll Schedule</b>	Your salary will be paid to you on a 10 <sup>th</sup> day of every month
<b>Vacation</b>	1 Paid Leave Per Month + Public Holidays per Company Policy
<b>Probationary Period</b>	To assess your fit within <b>Company</b> , the first Three (3) months of your employment will constitute a probationary period. At any time during this probationary period, <b>Company</b> may terminate your employment without cause and without advance notice or pay in lieu of notice. If this occurs, we would have no further obligation to you, financial or otherwise.

## VN Software PRIVATE LIMITED

Reg Office: No. 104, Samruddhi Park, Pune, Maharashtra, India. 411027 Website: [www.vnsoftware.in](http://www.vnsoftware.in)

Email: [hr@vnsoftware.in](mailto:hr@vnsoftware.in)

*Alini*  
 Incharge Principal  
 H.A.L. College of Science & Commerce  
 Oze Township, Nashik-422 207



<b>Confidentiality and Intellectual Property</b>	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement." Attached Schedule "C."
<b>Non-Solicitation</b>	You hereby agree that, while you are employed by VNS and for one (1) year following the termination of your employment with VNS, you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any <b>Company</b> employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of VNS in a manner that conflicts with or interferes in the business of VNS as conducted with such customer or supplier. You hereby agree not being employed/work with VNS Clients directly/indirectly for 1 year from date of termination of your employment with VNS.
<b>Representation</b>	You hereby represent and warrant to VNS that you are not party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations hereunder and that you will not, by joining VNS, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.
<b>Changes to Duties and/or Compensation</b>	If your duties or compensation should change during the course of your employment with <b>Company</b> , the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.
<b>Resignation</b>	Should you wish to resign your employment with <b>Company</b> , you will be required to provide 8 weeks' written notice to enable us transition your work.
<b>Termination</b>	<b>Company</b> may terminate your employment at any time for cause. After the end of your probationary period, <b>Company</b> may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice.  In the event a temporary layoff is ever required, it may be implemented in accordance with the requirements of the section 25C of Industry and dispute Act 1947.
<b>Legal Advice</b>	If you are uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.

## VN Software PRIVATE LIMITED

Reg Office: No 104, Samrudhi Park, Pune, Maharashtra, India, 411027 Website: [www.vnsoftware.in](http://www.vnsoftware.in)  
Email: [hr@vnsoftware.in](mailto:hr@vnsoftware.in)

*M. S. Joshi*  
Incharge Principal  
H.A.L. College of Science & Commerce  
Gwar Township, Nashik-422 207



1. **Schedule B Job Description**

End to End recruitment – Sourcing, Scheduling, Coordination, Offer & Joining  
Client Management  
Complete ownership  
Client Interaction / Coordination  
Billing from Customer

2. **Schedule C Employee Covenants Confidentiality and Proprietary Information Agreement**

In consideration of employment as an employee or engagement as an independent contractor with **VN Software Pvt. Ltd** (the "Company"), the undersigned (the


"Participant") agrees and covenants as follows:

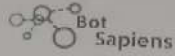
1. Employment with the Company as an employee or engagement with the Company as an independent contractor, as the case may be (the "Engagement"), will give the Participant access to proprietary and confidential information belonging to the Company, its customers, its suppliers and others (the proprietary and confidential information is collectively referred to in this Agreement as "Confidential Information"). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the Company.
2. As referred to herein, the "Recruitment" shall relate to the business of the Company as the same is determined by the Board of Directors of the Company from time to time.
3. The Participant may in the course of the Engagement conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as "Proprietary Property"). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops or contributes to in the course of the Engagement and all Intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. For greater certainty, the Participant hereby assigns to the Company any and all rights that the Participant may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Participant outside work hours

**VN Software PRIVATE LIMITED**

Reg Office: No. 104, Samruddhi Park, Pune, Maharashtra, India, 411027 Website: [www.vnsoftware.in](http://www.vnsoftware.in)

Email: [hr@vnsoftware.in](mailto:hr@vnsoftware.in)

  
Incharge Principal  
H.A.L. College of Science & Commerce  
Gandhi Nagar, Pune-411 007



Sep 14<sup>th</sup>, 2022

Dear Gayatri,


Bot Sapiens Pvt Ltd is pleased to offer you the position of **Software Engineer**. Your skills and experience will be an ideal fit for our organization.

Your starting date will be October 3<sup>rd</sup>, 2022. Your **Total Cost to Company\*\*** will be 6,00,000/- INR. This has been detailed in the Compensation Details Section (Annexure I).

Paid time off accrues at the rate of 1 day per month. We will follow 5 days per week work schedule.

The terms and conditions are as follows:

1. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.
2. You will be on probation for a period of Three Months from the date of commencement of services, which period may further be extended at the discretion of the Company. At the end of the probationary period, provided your services are found satisfactory, the Company will confirm your appointment in writing. Unless so confirmed in writing, you will continue to be on probation. During your probation period of three month your notice entitlement will be one month, to be given by either party.
3. As a regular employee, you will be required to give three months' notice period in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving one-month notice or salary thereof.
4. You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Bot Sapiens Pvt Ltd. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

  
Incharge Principal  
H.A.L. College - B. Arts & Commerce  
Old Township, Noida-201 307

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5. You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your category of employees. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure B).

If you choose to accept the job offer, please sign a copy of this letter and send the scan copy of the offer letter by email at your earliest convenience. You are required to have following documents in original along with one set of photocopies at the time of joining.

1. Appointment letter of the current/last company with latest CTC backup.
2. Salary slips of last 3 months of the current/last company.
3. Relieving letter of the last companies and current company.
4. Resume
5. All educational documents (SSC + HSC + Graduation + Post Graduation)
6. Government ID proof.
7. Address Proof.

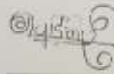
We look forward to welcoming you to Bot Sapiens team. Please let us know if you have any questions or we can provide any additional information.

Sincerely,

Chetanya Sharma  
Director

For Bot Sapiens Pvt Ptd

I hereby accept the Software Engineer position


 Gayatri Vijay Singar

Signature, Full name

3/10/2022

Date

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Incharge Principal  
H.A.L. College of Science & Commerce  
Dhar Teesing, Maharashtra-422 207





**Annexure I**

Compensation Heads	Amount Per Month (INR)	Amount Per Annum (INR)
<b>Fixed Components</b>		
Basic Salary + Dearness Allowance	17,500.00	2,10,000.00
House Rent Allowance	8,750.00	1,05,000.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Miscellaneous Allowance	20,900.00	2,50,800.00
<b>Fixed components Sub-total</b>	<b>50,000.00</b>	<b>6,00,000.00</b>
<b>Deduction Heads</b>		
Less: Professional Tax	200.00	2,400.00
Less: Tax	As applicable	
<b>Total Deductions</b>	<b>200.00</b>	<b>2,400.00</b>
<b>Net Take Home</b>	<b>49,800.00</b>	<b>5,97,600.00</b>

\* Offer will be considered final on satisfactory verification of references and background check.

  
**Incharge Principal**  
 H.A.L. College of Science & Commerce  
 Ozar Township, Noida-201307

## Annexure II

### EMPLOYEE NON-DISCLOSURE, NON-COMPETE & NON-SOLICITATION AGREEMENT

**General.** As an employee of Bot Sapiens Pvt Ltd. ("Bot Sapiens"), a company incorporated in Pune, India, under the Companies Act 1956 and in consideration of the compensation now and hereafter paid to me, I will devote my best efforts to furthering the best interests of Bot Sapiens. During my employment, I will not engage in activity that:

- conflicts with Bot Sapiens' business interests, including without limitation, any business activities not contemplated by this agreement,
- occupies my attention to interfere with the proper and efficient performance of my duties at Bot Sapiens', or
- interferes with the independent exercise of my judgment in Bot Sapiens' best interests.

As used herein, Bot Sapiens' business means the development, marketing and support of software and services for business and professional use.


**Recognition of Absolute ownership.** That I do hereby recognize and admit that Bot Sapiens is the absolute, unrestricted and exclusive owner of the confidential or proprietary technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of Bot Sapiens, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace used by me in the course of my employment with Bot Sapiens.

I agree that I shall not in any manner whatsoever, represent and/or claim that I have any interest by way of ownership, assignment or otherwise in the same.

**Non-Disclosure.** At all times, during my employment and thereafter, I will not disclose to anyone outside Bot Sapiens nor use for any purpose other than my work for Bot Sapiens:

- any confidential or proprietary technical, financial, marketing, manufacturing, distribution or other technical or business information or trade secrets of Bot Sapiens, including without limitation, concepts, techniques, processes, methods, systems, designs, circuits, cost data,

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Ozar Township, Nashik-422 207



computer programs, formulae, development or experimental work, work-in-progress, customers and suppliers,

- any information Bot Sapiens has received from others which Bot Sapiens is obligated to treat as confidential or proprietary or
- any confidential or proprietary information which is circulated within Bot Sapiens via its internal electronic mail system, intranet or otherwise.

I will also not disclose any confidential or proprietary information to anyone inside Bot Sapiens except on a "need-to-know" basis. If I have any questions as to what comprises such confidential or proprietary information or trade secrets, as to whom, if anyone outside Bot Sapiens, it may be disclosed, I will consult with my manager at Bot Sapiens.

**Assignment of Inventions.** I hereby assign exclusively to Bot Sapiens all my right, title and interest in and to any all Inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that I solely or jointly may conceive, write, encode, develop, or reduce to practice during the period I am in the employment of Bot Sapiens. I will make prompt and full disclosure to Bot Sapiens of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of Bot Sapiens.

I hereby waive and quit claim to Bot Sapiens, all claims of any nature whatsoever that I, now or hereafter may have for infringement of any patent resulting from any patent applications for any inventions so assigned to Bot Sapiens.

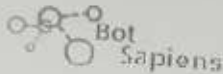
My obligation to assign shall not apply to any invention about which I can prove that:

- it was developed entirely on my own time; and
- no equipment, supplies, facilities, services or trade secret of Bot Sapiens was used in its development; and
- it does not relate
  - directly to the business of Bot Sapiens or
  - to the actual or demonstrably anticipated research or development of Bot Sapiens; and
- it does not result from any work performed by me for Bot Sapiens.

**Third party information.** I recognize that Bot Sapiens has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on Bot Sapiens' part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of my employment and thereafter, I will not disclose such confidential or proprietary information to anyone except as necessary in carrying out my work in Bot Sapiens and consistent with Bot Sapiens' agreement with such customers or third party. I will not use such information for the benefit of anyone

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*Mehi*  
**Incharge Principal**  
R.A.L. College of Science & Commerce  
Ozar Township, Nashik-422 207.



other than Bot Sapiens or such third party or in any manner inconsistent with any agreement between Bot Sapiens and such third party of which I am made aware.

**Prior Employer Information.** During my employment at Bot Sapiens, I will not use improperly or disclose any confidential or proprietary information or trade secrets of my former or current employers, principals, partners, co-ventures, clients, customers or suppliers of the vendors or customers of such persons or entities or their vendor or customers and I will not bring onto the premises of Bot Sapiens, any unpublished document or any property belonging to any such persons or entities or their vendors or customers unless such persons or entities have given their consent. I will not violate any non-disclosure or proprietary rights agreement I might have signed in connection with any such person or entity.

**Term of employment.** I acknowledge that my employment will be of indefinite duration and that either Bot Sapiens or I will be free to terminate this employment relationship at will and at any time with or without cause and in accordance with the Employment Agreement signed by me with Bot Sapiens on \_\_\_\_\_, 20\_\_\_\_. I also acknowledge that any representations to the contrary are unauthorized and void unless contained in the said employment agreement agreed by an officer of Bot Sapiens.

**Return of materials.** At the time I leave the employment of Bot Sapiens, I will return to Bot Sapiens all papers, drawings, notes, memoranda, manuals, specifications, designs, devices, documents, diskettes, CD's, DVD's, laptops, tapes, DAT Drives and any other material on any media containing or disclosing any confidential or proprietary technical or business information. I will also return any keys, pass cards, ID cards or other property belonging to Bot Sapiens.

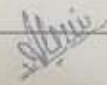
**Non-solicitation.** I agree that for a period of twelve (12) months immediately following the termination of my relationship with Bot Sapiens for any reason, whether with or without cause, I shall not either directly or indirectly solicit, induce, recruit or encourage any Bot Sapiens employee to leave or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of Bot Sapiens, either for myself or for any other person or entity.

**Personal property.** I agree that Bot Sapiens will not be responsible for loss, disappearance, or damage to personal property on Bot Sapiens premises. I hereby release, discharge and hold Bot Sapiens harmless from any and all claims relating to loss of, disappearance, or damage to such personal property.

**Attorney fees.** If court proceedings are required to enforce any provision of this agreement, the prevailing party shall be entitled to an award of reasonable and necessary expenses of litigation, including reasonable attorney fees.

**Equitable relief.** I acknowledge that any violation by me under this agreement, and/or any obligation of like nature, will cause irreparable injury to Bot Sapiens, and Bot Sapiens shall be entitled to extraordinary

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Gaur Township, Vadodha-392 207



relief in any court in India, including, but not limited to, temporary restraining orders, preliminary injunctions, and permanent injunctions, without the necessity of posting bond or security.

**Entire Agreement.** I agree that this agreement shall be governed for all purposes by the laws of India and that venue for any action arising out of this agreement shall be the courts of India. If any provision of this agreement shall be declared excessively broad, it shall be construed to afford Bot Sapiens the maximum protection permissible by law. If any provision of this agreement is void or is so declared, such provision shall be severed from this agreement, which shall otherwise remain in full force and effect. This agreement sets forth the entire agreement of the parties as to the subject matter hereof and any representations, promises, or conditions in connection therewith not in writing and signed by both parties shall not be binding upon either party, the terms and conditions of this agreement shall survive termination of my employment.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, I have signed my name on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

(Signature of: Gayatri Vijay Dinger )

Witness \_\_\_\_\_ Witness \_\_\_\_\_

Incharge Principal  
HAL College of Science & Commerce  
Ozar Town, Nashik-422 207



Doc: 012022000  
Date: 06-June-2022

**Wind Hams Technologies**  
Office 111, Patel Chambers,  
Near to ZP Office,  
Nashik 422 001, MH, IND.



Mr. Suraj Shelke  
B/1 No. - 12, Oriental Row House,  
Pawar Ma A, Behind Surya Park G,  
Near RTD office, Nashik.

**Appointment Letter**

Dear Suraj,

Following your acceptance of the job offer letter which you signed on 06 June 2022, we would like to confirm your appointment with Wind Hams Technologies as a Jr. Php Developer.

**Starting Date:** 5 June 2022

**Work Timings:** Your work timings are from 10 AM to 8 PM, Monday to Friday.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document. If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to Wind Hams Technologies. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

As per the terms and conditions are given below subject to the information given in your application at the time of interview not being found wrong.

1. Termination of the employment and internship programme by either party would be after prior notification or by giving 60 days' notice in writing to the other party or compensation in lieu of the notice period thereof; however in case of misconduct committed by the employee the company has the right to terminate the services of the employee without prior notice.
2. You shall be the whole time employee of the management and shall not engage yourself in any work similar in nature to that of the management and or in which you pay for the time being be engaged by the management and or engage yourself anywhere in any work

Website: [www.windhams.com](http://www.windhams.com) Mobile: +91 9765 888 647 Email: [contact@windhams.com](mailto:contact@windhams.com)  
Head Office: Office 111, Patel chambers, Near ZP Office, Trambak Naka, Nashik 422 001.  
Our presences: Nashik | Mumbai | Pune | Aurangabad.

*Shiv*  
Incharge Principal  
H.A.L. College of Science & Commerce  
Gauri Vardapur, Nashik-422 207



profession or employment either honorary or otherwise during the period of your employment with the Wind Hans Technologies.

1. You will be responsible for the safe working and return in good condition of all the properties belonging to the company whichever will be allotted to you after you're joining. We shall have the right to deduct the value of all such items from you and take such other action as we deem proper in the event of failing to account for such property to our satisfaction.
4. Once joined you will sign the agreement of confidentiality and whenever you will be creating during the employment with us will the property of our company.
5. You shall be governed by the rules and regulations framed from time to time by the management. Kindly sign and return to us forthwith the duplicate copy of this letter, as a token of your acceptance of the offer of employment made herein.

By accepting this offer you are also confirming that:-

- You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.
- There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.
- Wind Hans Technologies is not liable for any past dues owed by you as part of termination of any previous employments.
- You are not bringing in any Intellectual Property that you do not have sole ownership of.

We welcome you to our company and trust your association with us, will be long fruitful years of service mutually beneficial Regards-

Sincerely,

WIND HANS TECHNOLOGIES

  
AUTHORIZED SIGNATURE

Hemant Nikam  
CTO, Wind Hans Technologies.

Incharge Principal  
H.A.L. College of Science & Commerce  
Ozar Township, Nashik-422 207.



OFFICE 5-6,  
AMEYA APARTMENT, SAMARTH NAGAR,  
NASHIK, MH  
ZIP CODE 422 005

INFO@DATORTECH.COM



### OFFER LETTER

Dear Sayali Vidhate,

On behalf of DATOR TECH, I am pleased to offer you the role of Junior Software Engineer in our organization. Human Resources will schedule a time to meet with you to discuss your benefits and other policies and procedures once you join our organization.

DATOR TECH may require a start date no later than 5th Sep 2022. This letter does not constitute a contract of employment for any specific period of time but will create an "employment at will" relationship. This means that the employment relationship may be terminated by either party as per the terms and condition of company policy and the self declaration letter.

On accepting this letter you need to sign the following documents.

- Letter of Appointment
- Company policy.
- Self declaration letter.
- Rules of codes and conduct.
- Bond Under Employment Contract

You are requested to join us by the 5th September 2022.

Kindly submit the following documents:

- Higher Education, Bachelor's Degree / Equivalent Certificates.

  
Incharge Principal  
H.A.L. College of Science & Commerce  
Ozar Township, Nashik-422 005



- Latest last 3 months salary slip
- Recent passport size photograph 2 copies
- PAN CARD and Permanent and Current Address Proof.
- Copy of Aadhar Card.
- Two valid references for verification.



Total annual CTC: **48,000/- (Fourty Eight Thousand only).**

The complete breakup of salary will be shown in the appointment letter.

**Area of operations: Software development**

I accept this offer:

Name: Sayali Vidhate

Date:- 16 August 2022

AJAY NISHAD  
DIRECTOR,  
DATOR TECH



Incharge Principal  
H.A.L. College of Science & Commerce  
Ozar Township, Nashik-422 207.

AXIS/LOA/RH2212/41/132304  
21/08/2023

**Onkar Datta Talwar**  
7376031779

### LETTER OF APPOINTMENT

Dear Onkar,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of Deputy Manager in Risk.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

#### Terms of Employment

##### 1. Compensation

- 1.1 The annual compensation payable to you will be INR 9,15,859 subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayment, loans or advances outstanding at your end.

##### 2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

##### 3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

##### 4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

##### 5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

#### **6. Mandatory Induction Certification**

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
  - 6.3.1 You will not be able to join your team till you are Induction Certified.
  - 6.3.2 Not attending induction session on a particular day will result in loss of pay
  - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

#### **7. Transfer**

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

#### **8. Separation/ Retirement**

- 8.1 Separation during probation
  - 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
  - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
  - 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
  - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
  - 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.
  - 8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to

the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, test data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to discharge your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

**8.4 Retirement:**

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

**9. Reimbursement of Notice Period Pay**

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

9.2 You are required to continue in Bank's employment, for a minimum period of three years, from your date of joining, failing which amount to be reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

**10. Conditions precedent (joining formalities):**

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
  - 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
  - 10.3.2 Proof of date of birth
  - 10.3.3 Copy of Pan Card and Address Proof
  - 10.3.4 One recent passport size color photograph
  - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

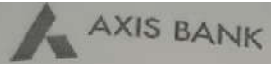
The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission, which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/accepting employment, interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.



For any further information / clarifications please feel free to contact:-

CHETHANA RAO  
Chethana.Rao@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

A handwritten signature in black ink that reads 'Anand Bardhan'.

**Anand Bardhan,**  
**Head - Talent Acquisition**  
**Human Resources**