



Refer to: AT/TT File
Ref: Employee Info
Date: 2nd June 2022

Mr. Ajit Bombe
Bhumkar Stamp Vendor,
Plot no. 73,
Opposite Mahesh Nagar Garden,
Mahesh Nagar, Pimpri,
Pune 411018

Dear Mr. Ajit,

LETTER OF APPOINTMENT

I am pleased to offer you an appointment as a **Trainee Product Developer** in the exclusive employment at ABS Professional Services (India) Private Limited (“**ABS PS IPL**” or “**Company**”). Your appointment will commence on the date you report for duty at ABS PS IPL office. (Please confirm)

1. REMUNERATION

Your salary and benefits will be as follows. Additionally, a copy of the CTC is also enclosed in Annex A of this letter.

Base Salary	Rs. 300,000 per annum. 1/12 of this total amount will be paid monthly.
Housing Allowance	Rs. 10,000/- per month.
Special Allowance	Rs. 3,750/- per month.
Hospitalization Expenses	Covered under Existing Group Medical Insurance Plan in India.

Please note that in accordance with applicable laws, deductions will be made from your base salary and contributed to your provident fund account, along with a matching contribution from the Company. Salary shall be paid on the 25th of each month unless it falls on a Sunday or public holiday in which case it will be paid on the last working day prior to the 25th of each month.

You will also be covered under the ABS India Employees’ Group Gratuity scheme managed by the Life Insurance Corporation of India and will be entitled for the benefits as per prevailing rules and regulation of the said scheme.



2. RESPONSIBILITY

You are to report to Mr. Kuldeep Biswal, Lead - Product Delivery and/or any personnel appointed by him in work duties.

3. WORKING HOURS

You are required to work forty (40) hours per week; working hours will be between 09.30 am and 06.30 pm. It is at the discretion of your supervisor to determine the best coverage for his department. You are entitled to one (1) hour of lunch break every day. You may be required to work beyond the normal working hours to discharge your duties. You are required to observe any change of time schedule that ABS PS IPL may decide upon to conform to operation requirements. ABS PS IPL reserves the rights to amend the working hours and overtime policy at its sole discretion from time to time.

4. PROBATION

As a new employee, you shall be on probation for a period of three (3) months from the date of your joining the services of ABS PS IPL. This time allows us to properly evaluate you in your position. During the probation period, you are not allowed to take leave otherwise your probation period will be extended.

During the probation period ABS PS IPL may terminate your employment by giving one (1) month prior notice and without the need to provide a reason. In aforesaid case, the Company will intimate you in writing regarding the termination. If no such communication is received by you from the Company at the end of the probation period, your employment with the Company shall automatically stand confirmed from the end of your probation and no separate confirmation letter will be issued to this effect.

5. MINIMUM SERVICE PERIOD

To enable you to perform your role and to be conversant with effective use of advanced technologies and processes, ABS PS IPL will provide you with on-the-job training in Software Development during the first six months of your employment.

In consideration of the significant time, cost, effort and resources to be expended by ABS PS IPL in providing you with the training, you agree to remain employed with ABS PS IPL for a minimum period of two years from the date of commencement of your employment excluding notice period as specified in Clause 7 of this letter ("**Minimum Service Period**").

The parties agree that the Company shall incur the cost to the estimate of INR 2,50,000 (INR Two Lakhs & Fifty Thousand) towards your training as specified above. You agree that the said cost is reasonable amount that the Company will incur towards your training.



Should you fail to fulfill the Minimum Service Period either because you elect to resign, vacate the position without authorization of ABS PSIPL or are removed for cause prior to the completion of the Minimum Service Period, you shall be liable to reimburse the Company any and all amounts the Company has incurred with respect to your training as specified herein. You shall make such payment without demur or protest within fifteen (15) days from the date of termination of your employment. In case, you fail to pay the same within fifteen (15) days it is also agreed by the parties that interest at 18% p.a., will be charged on the amount from the date of breach of this Clause or notice of demand, whichever is earlier. For the avoidance of doubt, the cost will not be pro-rated regardless of when your employment with ABS PSIPL ceases.

It is hereby clarified that should you fail to reimburse the costs to the Company for any reasons, the Company shall be entitled to set-off or make a deduction out of the costs from your salary or any other amounts payable from the Company to you.

Nothing in this clause shall be construed to prejudice in any way ABS PSIPL's right to terminate your employment under this letter.

6. ANNUAL LEAVE

All ABS PSIPL employees are entitled to a period of twenty-six (26) working days of paid annual / privilege leave (inclusive of eight (8) days of cause leave) during each calendar year, on a pro-rata basis based on number of completed days worked that year.

Approval of annual / privilege leave request is subject to the approval of your immediate Supervisor and the Managing Director.

7. TERMINATION

You should remember that your post-probation employment with us is for no set period of time. Subject to the provisions of this letter, your employment may be terminated by you or us at any time with two (2) months' notice or salary in lieu of such notice. Consuming of annual leave during notice period is not allowed unless approved by Managing Director.

EMPLOYEE NON-DISCLOSURE AGREEMENT

During the course of your employment with ABS PSIPL, you will have access to certain confidential and proprietary information of the Company or its affiliates or group companies. You will not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your employment or otherwise.



8. GENERAL TERMS AND CONDITIONS OF SERVICE

Under no circumstances are you allowed to accept directly or indirectly any present, bonus or honorarium of any sort from any person or persons, firms or companies with whom your duties with ABS PSIPL brings you into contact, and any violation of this instruction will subject you to instant dismissal. You are employed in the exclusive service of ABS PSIPL and must not undertake any other employment or occupation without ABS PSIPL Management's prior written consent.

9. THE OFFER OF THIS POSITION IS SUBJECTED TO:

- a) You successfully completing and clearing a pre-employment physical examination. We have attached a pre-employment physical form for your use. Cost for this physical examination is to our account.
- b) Producing all the necessary valid and true copy of Identity Card/Passport, Education, Training and Professional Qualification certificates before commencement of employment.
- c) Satisfactory Reference and/or Background checks.

Please indicate acceptance of this appointment and your willingness to comply with all the conditions noted in this letter by signing the statement in the following page.

Very truly yours,
ABS Professional Services (India) Pvt. Ltd

Anindya Kanti Talukdar
Managing Director



Annex A
PRIVATE AND CONFIDENTIAL

Name :- Ajit Bombe

Position :- Trainee Product Developer

	New Employer CTC	
	Monthly	Annual
	INR	INR
Base Salary	25,000	300,000
House Rent Allowance (HRA)	10,000	120,000
Special Allowance	3,750	45,000
Total Salary	38,750	465,000

Other Perks:		
Gratuity Contribution @ 8.33% of Basic paid in Jan. every year to LIC (Fund Managers)		25,000
Provident Fund (Company Contribution) @ 12% of Basic paid to P.F. office every month	3,000	36,000
Covered under Group Medical Insurance Plan in India for Self & Dependents		35,000
Yearly Superannuation Contribution@ 15% of Basic paid to LIC (Fund Managers) on yearly basis		45,000
Sum of Retirement & Other Benefits In INR		141,000
Gross Compensation (CTC) in INR		606,000

Very truly yours,

ABS Professional Services (India) Pvt. Ltd

Anindya Kanti Talukdar

Managing Director



Refer to: AT/TT
File Ref: Employee Info
Date: 27th September 2022

Ms. Pranali Darekar
752, Budhwar Peth,
Tapkir Galli, Ameya APT,
Flat No 2, Near Eknath Mangal Hall,
Pune 411002.

Dear Ms. Pranali,

LETTER OF APPOINTMENT

I am pleased to offer you an appointment as a **Trainee Product Developer** in the exclusive employment at ABS Professional Services (India) Private Limited (“**ABS PS IPL**” or “**Company**”). Your appointment will commence on the date you report for duty at ABS PS IPL office. (Please confirm)

1. REMUNERATION

Your salary and benefits will be as follows. Additionally, a copy of the CTC is also enclosed in Annex A of this letter.

Base Salary	Rs. 300,000 per annum. 1/12 of this total amount will be paid monthly.
Housing Allowance	Rs. 10,000/- per month.
Special Allowance	Rs. 3,750/- per month.
Hospitalization Expenses	Covered under Existing Group Medical Insurance Plan in India.

Please note that in accordance with applicable laws, deductions will be made from your base salary and contributed to your provident fund account, along with a matching contribution from the Company. Salary shall be paid on the 25th of each month unless it falls on a Sunday or public holiday in which case it will be paid on the last working day prior to the 25th of each month.

You will also be covered under the ABS India Employees’ Group Gratuity scheme managed by the Life Insurance Corporation of India and will be entitled for the benefits as per prevailing rules and regulation of the said scheme.



2. RESPONSIBILITY

You are to report to Mr. Vaibhav Narkhede, Manager - Quality Assurance and/or any personnel appointed by him in work duties.

3. WORKING HOURS

You are required to work forty (40) hours per week; working hours will be between 09.30 am and 06.30 pm. It is at the discretion of your supervisor to determine the best coverage for his department. You are entitled to one (1) hour of lunch break every day. You may be required to work beyond the normal working hours to discharge your duties. You are required to observe any change of time schedule that ABS PSIPL may decide upon to conform to operation requirements. ABS PSIPL reserves the rights to amend the working hours and overtime policy at its sole discretion from time to time.

4. PROBATION

As a new employee, you shall be on probation for a period of three (3) months from the date of your joining the services of ABS PSIPL. This time allows us to properly evaluate you in your position. During the probation period, you are not allowed to take leave otherwise your probation period will be extended.

During the probation period ABS PSIPL may terminate your employment by giving one (1) month prior notice and without the need to provide a reason. In aforesaid case, the Company will intimate you in writing regarding the termination. If no such communication is received by you from the Company at the end of the probation period, your employment with the Company shall automatically stand confirmed from the end of your probation and no separate confirmation letter will be issued to this effect.

5. MINIMUM SERVICE PERIOD

To enable you to perform your role and to be conversant with effective use of advanced technologies and processes, ABS PSIPL will provide you with on-the-job training in Software Development during the first six months of your employment.

In consideration of the significant time, cost, effort and resources to be expended by ABS PSIPL in providing you with the training, you agree to remain employed with ABS PSIPL for a minimum period of two years from the date of commencement of your employment excluding notice period as specified in Clause 7 of this letter ("**Minimum Service Period**").

The parties agree that the Company shall incur the cost to the estimate of INR 2,50,000 (INR Two Lakhs & Fifty Thousand) towards your training as specified above. You agree that the said cost is reasonable amount that the Company will incur towards your training.



Should you fail to fulfill the Minimum Service Period either because you elect to resign, vacate the position without authorization of ABS PSIPL or are removed for cause prior to the completion of the Minimum Service Period, you shall be liable to reimburse the Company any and all amounts the Company has incurred with respect to your training as specified herein. You shall make such payment without demur or protest within fifteen (15) days from the date of termination of your employment. In case, you fail to pay the same within fifteen (15) days it is also agreed by the parties that interest at 18% p.a., will be charged on the amount from the date of breach of this Clause or notice of demand, whichever is earlier. For the avoidance of doubt, the cost will not be pro-rated regardless of when your employment with ABS PSIPL ceases.

It is hereby clarified that should you fail to reimburse the costs to the Company for any reasons, the Company shall be entitled to set-off or make a deduction out of the costs from your salary or any other amounts payable from the Company to you.

Nothing in this clause shall be construed to prejudice in any way ABS PSIPL's right to terminate your employment under this letter.

6. ANNUAL LEAVE

All ABS PSIPL employees are entitled to a period of twenty-six (26) working days of paid annual / privilege leave (inclusive of eight (8) days of cause leave) during each calendar year, on a pro-rata basis based on number of completed days worked that year.

Approval of annual / privilege leave request is subject to the approval of your immediate Supervisor and the Managing Director.

7. TERMINATION

You should remember that your post-probation employment with us is for no set period of time. Subject to the provisions of this letter, your employment may be terminated by you or us at any time with two (2) months' notice or salary in lieu of such notice. Consuming of annual leave during notice period is not allowed unless approved by Managing Director.

EMPLOYEE NON-DISCLOSURE AGREEMENT

During the course of your employment with ABS PSIPL, you will have access to certain confidential and proprietary information of the Company or its affiliates or group companies. You will not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your employment or otherwise.



8. GENERAL TERMS AND CONDITIONS OF SERVICE

Under no circumstances are you allowed to accept directly or indirectly any present, bonus or honorarium of any sort from any person or persons, firms or companies with whom your duties with ABS PSIPL brings you into contact, and any violation of this instruction will subject you to instant dismissal. You are employed in the exclusive service of ABS PSIPL and must not undertake any other employment or occupation without ABS PSIPL Management's prior written consent.

9. THE OFFER OF THIS POSITION IS SUBJECTED TO:

- a) You successfully completing and clearing a pre-employment physical examination. We have attached a pre-employment physical form for your use. Cost for this physical examination is to our account.
- b) Producing all the necessary valid and true copy of Identity Card/Passport, Education, Training and Professional Qualification certificates before commencement of employment.
- c) Satisfactory Reference and/or Background checks.

Please indicate acceptance of this appointment and your willingness to comply with all the conditions noted in this letter by signing the statement in the following page.

Very truly yours,
ABS Professional Services (India) Pvt. Ltd

Anindya Kanti Talukdar
Managing Director



Annex A
PRIVATE AND CONFIDENTIAL

Name :- Pranali Darekar

Position :- Trainee Product Developer

	New Employer CTC	
	Monthly	Annual
	INR	INR
Base Salary	25,000	300,000
House Rent Allowance (HRA)	10,000	120,000
Special Allowance	3,750	45,000
Total Salary	38,750	465,000

Other Perks:		
Gratuity Contribution @ 8.33% of Basic paid in Jan. every year to LIC (Fund Managers)		25,000
Provident Fund (Company Contribution) @ 12% of Basic paid to P.F. office every month	3,000	36,000
Covered under Group Medical Insurance Plan in India for Self & Dependents		35,000
Yearly Superannuation Contribution@ 15% of Basic paid to LIC (Fund Managers) on yearly basis		45,000
Sum of Retirement & Other Benefits In INR		141,000
Gross Compensation (CTC) in INR		606,000

Very truly yours,

ABS Professional Services (India) Pvt. Ltd

Anindya Kanti Talukdar

Managing Director

Date: 27/08/2021

**Mr. Triloknath Jagannath Nalawade,
Old Bedag Road
Near Hatti Laxmi Temple
A/p Mhaisal, Tal: Miraj
Dist: Sangli Maharashtra
Pin 416409**

Dear Mr. Triloknath Jagannath Nalawade,

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

- a) Role: **Software Developer**
- b) Date of Joining: **27/08/2021**
- c) Cost to Company: **2,19,588** (Rs.) Per Annum (Two Lakh Nineteen Thousand Five Hundred Eighty Eight Only)

02. Probation Period:

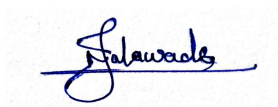
You will be on training/probation for a period of six months. In the event of unsatisfactory performance during the training/probation period your services can be terminated. However, it can be extended at the sole discretion of Management you will continue to be on training/probation till such time 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 three 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.



Accepted

05. Transfer:

Your services can be transferred to any of our units/departments situated anywhere in India or abroad.

06. Other Terms & Conditions:

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 the Company. 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.

You will also be governed by the rules and regulations of the Company as applicable to your category of employees.

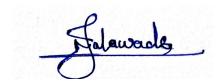
Thanking You

Yours sincerely,
Aloha Technology Pvt. Ltd.

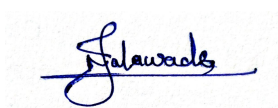
1

.....

(Authorised Signatory)



Accepted



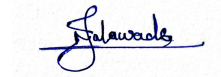
ANNEXURE

Name

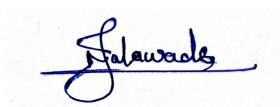
Triloknath Jagannath Nalawade

Description	Gross Monthly	Per Annum
Gross Basic	15,200	1,82,400
Gross HRA	760	9,120
Gross Conveyance	0	0
SA	0	0
Gross Salary	15,960	1,91,520
PF Employer Contribution as per EPF Act	0	0
ESI Employer Contribution as per ESI Act	519	6,228
Bonus as per Payment of Bonus Act	1,089	13,068
Gratuity as per Payment of Gratuity Act	731	8,772
Total CTC	18,299	2,19,588

*Bonus will be applicable as per the Maharashtra Payment of Bonus Act 1965



Accepted

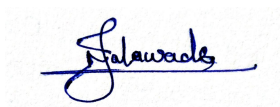


Annexure II

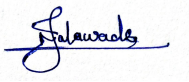
Aloha Technology Pvt Ltd
Pune

This is to acknowledge and accept that My CTC (Cost to Company) / Gross Monthly Salary divided in to different Salary Break-up heads as mutually agreed to, by and between me (Employee) and Aloha Technology Pvt Ltd (Employer), is inclusive of all Expenses to the Company being Direct, Indirect and Savings, where ever applicable, including but not limited to the followings, consequently indemnifying Aloha Technology Pvt Ltd (Employer) from any Payment / Liability / Liquidated Damages arising out of any Act prevailing as on date or prospectively.

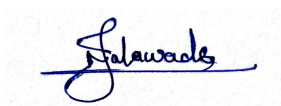
Basic Salary
Dearness Allowance
Special Allowance
City Compensatory Allowance
House Rent Allowance
Conveyance Allowance
Medical Allowance
Leave Travel Allowance
Incentive
Comp Offs
Leave Encashment
Night Allowance
Facilities
Referral Bonus
Loyalty Bonus
Performance Bonus
Bonus
Ex-Gratia
Superannuation Benefits
Provident Fund
ESI



Gratuity
Income Tax
Professional Tax Accepted

Signatures : 
Name of Employee : **Triloknath Jagannath Nalawade**
Aloha Technology Pvt. Ltd.

Authorised Signator





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2320766

Letter of Intent ("LOI")

Dear Juily Upkare,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2320766**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2320766**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2320766**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Juily Upkare Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950