

**3.7.1: Number of Collaborative activities for research,
Faculty exchange, Student exchange/ internship per year**

3.7.1: Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year

Content

- 1] Sample copies of collaboration

Supporting Documents for Criteria – 3.7.1

Relevant Documents pertaining to Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year **

****Disclaimer:** We are providing samples since all of the supporting documents for this criteria exceed the 6MB upload limit. If necessary, we shall provide all/any supporting documents.

S. No: DW1262

Date: 07th July, 2022

Certificate of Dissertation

This is to certify that *Mr. Sagar Chandrakant Dalsaniya* has carried out his dissertation work as part of M. Sc (Chemistry) course at CSIR-IICT, Hyderabad under the supervision of *Dr. T. Kumaraguru*, Department of *Organic Synthesis & Process Chemistry* during the period *21st March 2022 to 25th June 2022*.

Project Title: *Chemo-enzymatic process for the preparation of chiral API intermediates*



Dr. T. Kumaraguru
Scientist



Chairman
Academic Affairs Unit (AAU)



भारतीय प्रौद्योगिकी संस्थान गाँधीनगर

पालज, गाँधीनगर, गुजरात 382 355

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

PALAJ, GANDHINAGAR, GUJARAT 382 355

Dr. Iti Gupta
Associate Professor
Chemistry Department
E-Mail : iti@iitgn.ac.in
Web : www.iitgn.ac.in

IITGN

Date: June 14, 2022

Certificate of Internship

To Whom So Ever It May Concern

This letter is to certify that **Ms. Bharvi Lakkad**, has done summer internship project in my research group from **March 25, 2022** to **May 31, 2022**. At present, she is a master student of the Department of Chemistry at Marwadi University, Rajkot, Gujarat.

The title of the project was "**Photocatalytic oxidation of aldehydes to carboxylic acids in the presence of Re(I)dipyrrinato complex**".

During her internship, she has learned to use rotary evaporator and column chromatography technique to purify the crude organic compounds. Also, she has done different types of photo-oxidation reactions of the organic molecules and used thin-layer chromatography (TLC) to check the products. She has also learned the basic Infra-Red (IR) and proton-NMR spectral interpretation of organic compounds.

I wish her good luck for her future endeavours.

Sincerely,

(Iti Gupta)
Associate Professor
Chemistry Department, IIT Gandhinagar
Palaj Campus, Gandhinagar,
Pin-382355, Gujarat, India
E-mail: iti@iitgn.ac.in



AWARD *of* ACHIEVEMENT

PRESENTED TO

YAGNESH HASMUKHBHAI PATORIYA

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY

Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor

26th Aug 2021

Offer Letter

To **Mr. Shrey Trivedi**,
Ahmedabad, Gujarat.

Dear **Shrey**,

Pursuant to the interview you had with us, we are pleased to offer you the position of “**Trainee Software Engineer**” at AIMDek Technologies Pvt Ltd (Company) on the terms and conditions explained below. If any of the terms and condition is not met, then this offer is not valid.

1. You will be on Training for first 6 months i.e. 01-December-2021 till 31-May-2022 and will be confirmed as an employee only after that. **based on your overall performance and communication skills.** Company reserves all the right to evaluate your performance and terminate the employment anytime during 6 months.
2. Non-Disclosure Agreement and Training Bond/Agreement will be bound with this offer letter, as there will be a bond of INR 70,000/- for 2 years and 6 months including training period. Bond agreement will be done on joining itself. You need to submit undated cheque of INR 70,000/-, you will need to pay the amount only if you violate the bond or else after completing the 2 years and 6 months duration you will get that cheque back.
3. During internship INR 10,000/- per month will be the stipend amount. Your salary as an employee will be **INR 300,000/- per year** after training period and will depend upon your performance during training period, please find the sample annexure for your reference. Your detailed roles & responsibilities will be part of appointment letter.
4. This offer is valid subject to your joining the Company, no later than **01st December, 2021.**
5. This offer is assuming that you have correctly communicated the details regarding your work experience, current salary, education, etc.... Please provide all the relevant documents (salary slips, experience letter, certificates, mark-sheets, photo id proof, address proof, etc...) as evidence for the same during joining. During verification or at any point, if any detail or document is found false then company reserves all the rights to terminate your services.
6. Please bring the following documents while reporting for duty:
 - A. Originals and one photocopy of all certificates & mark-sheets in support of your experience, education qualification, photo identity, age and address proof.
 - B. Original and one photocopy of Permanent Account Number (PAN), Passport.
 - C. 2 latest passport size photographs.
 - D. Any other related documents.

Yours Sincerely,

AbhedDekavadiya
AIMDek Technologies Pvt. Ltd.

CONFIRMATION

I confirm that I have accepted the terms and conditions explained above and that I will join AIMDek Technologies Pvt. Ltd. on (date)_____.

Signature:_____

Place:_____

Sample Annexure I for INR 300,000/- CTC(with Provident Fund)

AIMDek Technologies Private Limited		
Salary Breakup		
Name	XYZ	
Designation	Trainee Software Engineer	
Gross Salary	Annual	Monthly
	278,400	23,200
Basic	192,000	16,000
House Rent Allowance	-	-
Medical Reimbursement	15,000	1,250
Conveyance Allowance	-	-
Leave Travel Allowance	-	-
Quarterly Variable Pay**	30,000	2,500
Annual Bonus**	-	-
Other Allowance	41,400	3,450
GROSS SALARY (GS) - [A]	278,400	23,200
EMPLOYEE CONTRIBUTIONS FROM GROSS SALARY		
ESI Employee Contribution (0.75% of GS, If GS < 21k)*	-	-
PF Employee Contribution (12% of Basic - Max limit 15k)*	21,600	1,800
Quarterly Variable Deduction**	30,000	2,500
Annual Bonus Deduction**	-	-
Professional Tax	2,400	200
TOTAL EMPLOYEE CONTRBUTION - [B]	54,000	4,500
TAKE HOME SALARY (Subject to TDS) [A-B]	224,400	18,700
EMPLOYER CONTRIBUTIONS ABOVE GROSS SALARY		
ESI Employer Contribution (3.25% of GS, If GS < 21k)*	-	-
PF Employer Contribution (12% of Basic - Max limit 15k)*	21,600	1,800
TOTAL EMPLOYER CONTRBUTION - [C]	21,600	1,800
TOTAL CTC	300,000	25,000
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 1)**	7,500	
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 2)**	7,500	
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 3)**	7,500	
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 4)**	7,500	
Additional - Medical Insurance Premium (Complementary)#	6,292	
Salary package is subject to all applicable laws (Income Tax, Professional Tax, Labour laws etc.) currently in existence and changes if any by the government.		
* PF/ESIC contribution will be deducted and deposited in the employee PF/ESIC account.		
** Quarterly Performance cum Retention Variable Pay will be paid in the next month salary of respective quarter. Amount will be defined by the performance KPI defined. An employee won't be eligible for any pending or upcoming Performance and Retention Variable Pay amount once the employee formally resigns from their designation.		
** Annual Bonus will be paid at the end of the respective year. An employee won't be eligible for an Annual Bonus amount once the employee formally resigns from their designation before the year ends, If any.		
** Joining Bonus will be released in your first salary, but if you leave the organization before 6 months then you have to repay the same.		
# Explain about Health insurance premiums like "Premium for Health Insurance scheme for self."		

Name :

Signature:

Date:

Sample Annexure I for INR 300,000/- CTC (without Provident Fund)**AIMDek Technologies Private Limited****Salary Breakup**

AIMDek Technologies Private Limited		
Salary Breakup		
Name	XYZ	
Designation	Trainee Software Engineer	
	Annual	Monthly
Gross Salary	300,000	25,000
Basic	192,000	16,000
House Rent Allowance	57,600	4,800
Medical Reimbursement	15,000	1,250
Conveyance Allowance	-	-
Leave Travel Allowance	-	-
Quarterly Variable Pay**	30,000	2,500
Annual Bonus**	-	-
Other Allowance	5,400	450
GROSS SALARY (GS) - [A]	300,000	25,000
EMPLOYEE CONTRIBUTIONS FROM GROSS SALARY		
ESI Employee Contribution (0.75% of GS, If GS < 21k)*	-	-
PF Employee Contribution (12% of Basic - Max limit 15k)*	-	-
Quarterly Variable Deduction**	30,000	2,500
Annual Bonus Deduction**	-	-
Professional Tax	2,400	200
TOTAL EMPLOYEE CONTRIBUTION - [B]	32,400	2,700
TAKE HOME SALARY (Subject to TDS) [A-B]	267,600	22,300
EMPLOYER CONTRIBUTIONS ABOVE GROSS SALARY		
ESI Employer Contribution (3.25% of GS, If GS < 21k)*	-	-
PF Employer Contribution (12% of Basic - Max limit 15k)*	-	-
TOTAL EMPLOYER CONTRIBUTION - [C]	-	-
TOTAL CTC	300,000	25,000
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 1)**	7,500	
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 2)**	7,500	
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 3)**	7,500	
Quarterly Performance cum Retention Variable Pay (payable at the end of Quarter 4)**	7,500	
Additional - Medical Insurance Premium (Complementary)#	6,292	
Salary package is subject to all applicable laws (Income Tax, Professional Tax, Labour laws etc.) currently in existence and changes if any by the government.		
* PF/ESIC contribution will be deducted and deposited in the employee PF/ESIC account.		
** Quarterly Performance cum Retention Variable Pay will be paid in the next month salary of respective quarter. Amount will be defined by the performance KPI defined. An employee won't be eligible for any pending or upcoming Performance and Retention Variable Pay amount once the employee formally resigns from their designation.		
** Annual Bonus will be paid at the end of the respective year. An employee won't be eligible for an Annual Bonus amount once the employee formally resigns from their designation before the year ends, If any.		
** Joining Bonus will be released in your first salary, but if you leave the organization before 6 months then you have to repay the same.		
# Explain about Health insurance premiums like "Premium for Health Insurance scheme for self."		

Name :

Signature:

Date:



OFFER LETTER

Mr. Jay Ramani

Lakheshwar,
Ankur Pan Street,
Opp Marketing Yard, Pedak Road,
Rajkot, Gujarat - 360003

Date: 14th September 2021

Subject: Training Offer letter from Intuz

Dear Jay,

Intuz is pleased to offer you the opportunity as **Trainee – Software Engineer** for our company on agreed stipend of **Rs 15,000/- Per month (Rupees Fifteen Thousand Per month) as CTC**. Your performance during training will be evaluated after 3 months and again after 6 months. Final selection towards job will take place on evaluation of training performance after 6 months followed by 2 years of service agreement. As we discussed during your interview, you will be working in our Ahmedabad office and your Training will start tentatively from **3rd January 2022**. Your training period may get extended or reduced as per the project requirements. As a security deposit you need to submit 2 cheques of offered CTC which will be returned on completion of period of Agreement.

In case of any misconduct or poor performance, the Company will have the right to reassign you, to change your compensation, or to terminate your training at any time, with or without cause or advance notice.

Towards confirmation for training, you need to submit original Marksheet of HSC which will be returned to you on start date of your training. Kindly courier this Original Document.

After the successful completion of training, you will be hired as a full-time employee for Intuz, at Salary of Rs.3,00,000/- per annum CTC subject to performance criteria.

- List of documents you have submitted:
 - I. Aadhar Card

- List of documents to be submitted **On accepting offer**: Pls email these docs.
 - I. Identity Proof (Driving License/Passport/ Voter ID)
 - II. PAN Card
 - III. 2 Passport Size Photographs - send this with courier
 - IV. Last semester Mark Sheet (Xerox)

Intuz Solutions Private Limited

1006, Pinnacle, Corporate Road, Near Prahladnagar Garden, Ahmedabad - 380051
Phone: +91 79 40067450 | Email: info@intuz.info | CIN: U72200GJ2008PTC053666



Jay Ramani, we welcome you to our organization and look forward to joining us soon. We hope you will be able to make out the best from this opportunity with your sincere efforts and dedication. We believe that you will have successful career ahead, contributing to the growth of organization.

Authorized Signatory

Date: 14/9/2021.

Mr. Jay Ramani

Date:

Note: The offer stands cancel in case of non-submission of any of the above documents or on the submission of fictitious documents/proof or not joining on the above confirmed date.

Intuz Solutions Private Limited

1006, Pinnacle, Corporate Road, Near Prahladnagar Garden, Ahmedabad - 380051
Phone: +91 79 40067450 | Email: info@intuz.info | CIN: U72200GJ2008PTC053666

September 22, 2021

To,
Pratipalsinh Jadeja
Rajkot, Gujarat

Dear **Pratipal**,

With reference to the application and the subsequent interviews we had, we are very pleased to offer you the position of **“Associate Engineer - Software Verification (L1)”** with us at **Vadodara**, on the terms and conditions verbally agreed with you during the interviews.

You will be on training (probation) for a period of 6 months from the date of joining. During the training (Probation) period, you shall be paid a stipend of **INR 17,000 /p.m.** After the completion of the training (Probation) period, you shall be paid a gross consolidated salary of **INR 29,167/-p.m.** inclusive of Basic, HRA, Conveyance, Medical benefits, Employers Contribution towards Provident Fund as per policies of the company, Gratuity as per Government rules, Bonus as per policies of the company. **Your gross yearly remuneration package shall be INR 3,50,000/-**

You will be on probation for a period of 6 months from the date of joining. During the probation period, the appointment may be terminated by either party without assigning any reason at any time by giving **30 days** of Notice. Upon receiving the confirmation of the employment, the appointment may be terminated without assigning any reason at any time by **TWO MONTH** notice on either side, provided the company may, if it shall choose, be at liberty to pay you of **30 DAYS** salary in lieu of notice.

This offer shall be subject to:

1. Acceptance of this offer in writing/confirmation about your joining duties, within 7 days from the date of this letter.
2. Submission of following documents within a day of date of this letter:
 - a) School Leaving Certificate
 - b) 10th, 12th, and Graduation/PG Marksheets & Degree Certificate
 - c) Aadhar Card, PAN Card
 - d) Six Passport size Photographs

Kindly carry all the above-mentioned documents in original on the date of joining. HR upon verifying the documents shall issue the Appointment Letter and return the original documents. You are expected to join our organization latest by **1st January 2022 at 9:00 A.M**

In the event of non-fulfillment of any terms, this offer shall stand withdrawn. Please sign the duplicate copy of this offer letter as token of your acceptance of Employment on the above Terms and Conditions. We look forward to a very fruitful and rewarding relationship between you and the organization and take this opportunity to wishing you a long and successful career with the Organization.

Yours sincerely,
For Matrix Comsec Pvt. Ltd.



Ashish Shah
Vice President - Human Resources

I accept the offer and shall join duties on _____

Signature of the candidate _____



Internship Program Letter

August 12, 2021

Rikshit Soni
Ahmedabad

Dear **Rikshit**,

We are happy to offer you an **Internship Program**, based on the selection process conducted by our HR team.

Terms and conditions are -

Joining Date	On or before January 3, 2022
Location	Ahmedabad Office / Remotely, depending upon pandemic situation
Internship Period	6 months from joining date
Compensation	Stipend of Rs. 8,000 per month
Employment	On successful completion of your internship AND your curriculum (B. Tech CE) with CPI above 8.0, the company may offer you employment as "Software Engineer" with CTC between the range of Rs. 3 to 4 lacs per annum. You will be required to sign an "Internship Agreement" and a "Non-Disclosure / Confidentiality Agreement" on the date of joining. In this program, you will get an exposure to UIUX / mobile / web / cloud / app development and an opportunity to participate in on-going projects at our company.

Please acknowledge your acceptance of this Internship Program and the terms of this letter by signing below.

Sincerely,

For Mobiuso Technologies India Private Limited

Shefali Patil
VP of Operations
August 12, 2021



Accepted

Rikshit Soni
Address & Contact No.

MOBIUSO TECHNOLOGIES INDIA PRIVATE LIMITED

CIN U72300MH2012PTC228640

7, SAGAR TARAG, 1ST FLOOR ♦ BANDRA RECLAMATION ♦ BANDRA (W) ♦ MUMBAI 400050 ♦ +91.22.2834.3742 ♦ admin.india@mobiuso.com



Internship Program Letter

August 12, 2021

Bharat Kumar
Ahmedabad

Dear **Bharat**,

We are happy to offer you an **Internship Program**, based on the selection process conducted by our HR team.

Terms and conditions are -

Joining Date	On or before January 3, 2022
Location	Ahmedabad Office / Remotely, depending upon pandemic situation
Internship Period	6 months from joining date
Compensation	Stipend of Rs. 8,000 per month
Employment	On successful completion of your internship AND your curriculum (B.Tech CS) with CPI above 8.0, the company may offer you employment as "Software Engineer" with CTC between the range of Rs. 3 to 4 lacs per annum. You will be required to sign an "Internship Agreement" and a "Non-Disclosure / Confidentiality Agreement" on the date of joining. In this program, you will get an exposure to UIUX / mobile / web / cloud / app development and an opportunity to participate in on-going projects at our company.

Please acknowledge your acceptance of this Internship Program and the terms of this letter by signing below.

Sincerely,

For Mobiuso Technologies India Private Limited

Shefali Patil
VP of Operations
August 12, 2021



Accepted

Bharat Kumar
Address & Contact No.

MOBIUSO TECHNOLOGIES INDIA PRIVATE LIMITED

CIN U72300MH2012PTC228640

7, SAGAR TARAG, 1ST FLOOR ♦ BANDRA RECLAMATION ♦ BANDRA (W) ♦ MUMBAI 400050 ♦ +91.22.2834.3742 ♦ admin.india@mobiuso.com

IPL/HRD/INT/46-37

September 8,2021
Vanshika Solanki
Marwadi

Subject: Internship offer

Dear **Vanshika,**

Greetings from Infosense!

With reference to your application and subsequent interview we would like to congratulate you on being selected for internship with Infosense in our **Oracle Apps Technical** department in **Oracle Technical** based at **Gandhinagar, Gujarat**. Your training is scheduled to start effective **December 13, 2021** for a period of 6 months. We are excited that you will be joining our team!

Salary: 3 lacs to 4 lacs, depending on performance during internship\initial training.

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 during your Bachelors \ Masters.

The project details and technical platform will be shared with you after commencement of your training.

You should report for training at the following address:

Plot No 135, PDP Road, Raysan, Gandhinagar – 382007, Gujarat (India)(Work from home till Covid situation)

Congratulations again and we look forward to working with you.

Please share your acceptance by email to hrd@infosenseglobal.com by or before .



Hetal Gajjar Soni

Manager – Human Resource

hsoni@infosenseglobal.com



AWARD *of* ACHIEVEMENT

PRESENTED TO

YANSHU CHETANKUMAR PATEL

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY


Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor

 Business Solutions with Technology Edge	Document Name: Joining Intent Letter	
	Format Version No.: 3	Format Code: SSPL-HR-FR/03/001

October 11, 2021,


Ms. Nidhi Dalsaniya,
Marwadi University, Rajkot,

Subject: Joining Intent Letter

Dear Ms. Nidhi,


We are pleased to inform you that in reference to your resume submission and thereafter subsequent interview rounds, herewith we express our intent for employment.

Company	Sarjen Systems Pvt. Ltd.
Base Location	Ahmedabad
Team	Software Development
Role	Software Developer
Working Days	Monday to Saturday (Alternate 2 nd & 4 th Saturday Off)
General Day Shift Office Timings	9.30 am – 6.40 pm Note: Above is the Head Office time. Projects are being executed in various shifts i.e. Indian Shift, UK Shift, US Shift. You will be allocated your shift as per your project.
Visits & Deputation	As per project's requirements OR as per client's invitation (Either International OR Domestic), only after attaining certain experience. Most of our projects are end to end implementation with leading clients mainly from pharmaceutical sector. As per requirements of projects, there will be opportunities to work at international/domestic client site, also in global projects shift (i.e. UK/US/Mexico/South East Asia/India etc).

 Business Solutions with Technology Edge	Document Name: Joining Intent Letter	
Format Version No.: 3	Format Code: SSPL-HR-FR/03/001	Format Effective Date: 19-Jul-2019
Off Days & Leave (Annual)	<p>Weekly Off (Sunday): 52 days Provisional Off (Saturday): 24 days Festival Off: 12 days Total Off: 88 days</p> <p>Plan Leave (PL): 12 days Casual Leave (CL): 3 days Reward Leave (RL): 3 days Humanitarian Leave (HL): 3 days Total Leave: 21 days</p> <p>Note: -Plan Leave (PL) gets started after 6 months of probation period. -Provisional off is scheduled usually on 2nd Saturday, and 4th Saturday, depending upon the project & respective work status.</p>	
Proposed Joining Date	On or before January 01 st Week (Will update you) Note: Depending upon exam schedule, date of joining can be adjusted.	
Key Tasks	<ul style="list-style-type: none"> • Understand client's requirement and develop accordingly • Writing program code • Develop Database, Join, Store Procedure, Data Migration, Building Queries • Development level testing • Work out user interfaces • Writes, edits, and debugs new programs • Client interaction in SDLC process Review & make changes in code & technical environment • Initiate and drive major changes in program, procedures and methodology • Preparation of needful documents while working in the conjunction with Analyst, Designer, Testing, Validation and Implementation team members in entire SDLC (Software Development Life Cycle) • Work allocation to team members and reviewing deadline Vs. delivery 	
Key Technologies	http://www.sarjen.com/technologies	
Any Desirable	Should have solution oriented flexible approach as per dynamic business requirement of an organization.	

Documents Submission:

Verification	Document	Proof	Verify with original

 Business Solutions with Technology Edge		Document Name: Joining Intent Letter	
Format Version No.: 3		Format Code: SSPL-HR-FR/03/001	Format Effective Date: 19-Jul-2019
Education	Highest Education Degree (Any One)	PH.D/Master/Bachelor/Diploma/Professional Course	Original require for verification + 1 photocopy
	School Degree	12 th standard <u>OR</u> 10 th standard	Original require for verification + 1 photocopy
Verification	Document	Proof	Verify with original
Experience	Copies of documents from all previous employers mentioned therewith by an applicant	Experience Letters <u>OR</u> (Appointment Letter + Last 2 months Salary Slips) Relieving Letters <u>OR</u> Resignation Letter	Photocopy require
Individual	Character/Moral	Communication (preferably via email) with References mentioned by applicant <u>OR</u> Passport <u>OR</u> Declaration letter from local police station	Photocopy require
	Identity	Aadhar Card <u>AND</u> Election Card and Photographs (Color, passport size)	Photocopy require
	Financial	PAN Card <u>OR</u> Bank Passbook Copy	Photocopy require
	Medical	Fitness Certificate (By MBBS or Above)	Original only
	Residential	Electricity bill <u>OR</u> Gas bill (Recent one) <u>OR</u> Rent agreement	Photocopy require
	Creamy Layer Certificate/Cast affidavit certificate (If any)	Cast Identity Certificate	Photocopy Required


Note:

We recommend you secure your position at the earliest by submitting above documents and meeting company HR department personally at Ahmedabad H.O. because this "Joining Intent Letter" will expire after 2 working days.

Tenure Model

Sr. No.	Particular	Minimum Tenure	Purpose	Pay	Comments
1	College Project	100 working days JAN to APRIL (4 Months)	To provide students Industry Development Projects.	Refer Annexure I	Commencement date of college project will be mentioned in the offer letter. Note: Must be cleared 2 Free Online Certification based on your assigned role
2	Skill Training	3 months MAY to JULY	Finishing skills (technical, functional, client communication & deliverables) as per corporate standards.	Refer Annexure I	Once you will complete your 100 days presence on college project, thereafter 'Skill Training' will be started. Note: College Project must be completed on or before April 2022 over and above two online Certification


3		Employment (Placed on Job)	After College Project + Skill Training Note: Organization Expecting minimum 2 years' time commitment from every individual. However Individual can further continue his/her employment with company. Increment is practiced annually based on performance appraisal and we have two cycle June and Dec according to employment cycle will be applicable.	Placement on roll company	Refer Annexure I	Once you will complete your Skill Training, then you will eventually be placed on roll company, based upon your overall performance assessment done by your concern reporting authority.
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 Business Solutions with Technology Edge	Document Name: Joining Intent Letter	
	Format Version No.: 3	Format Code: SSPL-HR-FR/03/001

Annexure I - Remuneration (Salary Structure & Stipend)				
Total Cost to the Company		DURATION	MONTHLY	Total Cost
TOTAL CTC PART (A+B)				305258
Part-A		Entry Gate		
(A1)	Must be cleared 2 Free online Certification like below based on your assigned role	4 MONTHS (Jan to Apr)	3000	12000
	E.g., Programming with a Purpose (By Coursera)	College Project must be completed on or before April 2022 over and above two online Certification		
	E.g., Introduction to Object Oriented JavaScript (By Cloud Academy)			
	E.g., Create a Project Management Tracker using Google Sheets (For Functional role - By Coursera)			
	E.g., Technical Support Fundamentals (Support role - By Coursera)			
		Skill Finishing Gate		
(A2)	Must be cleared assessment stage of JAVASCRIPT/HTML/CSS/SQL which will be arranged by organisation (Based on role)	3 MONTHS (May to July)	5000	15000
Part-B		Confirmation Gate (Aug 2022 to June 2023)		
	Confirmation Gate will be cleared by based on your overall evaluation of respective Team Once he gets Degree and submission of qualification documents, Individual be on company's roll	On Roll		
B1	BASIC	MONTHLY	15200	182400
B2	HOUSE RENT ALLOWANCE	MONTHLY	5850	70200
B3	GROSS SALARY	MONTHLY	21050	252600
DEDUCTION				
B4	PROFESSIONAL TAX	MONTHLY	200	2400
B5	GRATUITY	MONTHLY	731	8772
	TOTAL NET	MONTHLY	20850	250200
	MONTHLY COST TO THE COMPANY	MONTHLY	21581	258972
(A1+A2)	SKILL TRAINING STIPEND		27000	322800
	TOTAL COST TO THE COMPANY		25438	305258
Part-C		WELFARE BENEFITS		
(C1)	Career & Life Enhancement Benefits	Planned Leave + Casual Leave + Reward Leave + Humanitarian Leave + Prov. Off. + Holidays + Picnic Tour + Cultural Event + External & Internal Training + Certification sponsorship + CSR Activity		
(C2)	Health & Family Security benefits	Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPA scheme with full & Partial payable in case of permanent / death / Partial disablement arising out of any unfortunate event of an accident.		
(C3)	Traveling & Shift Allowance	Shift & Meal Allowance (i.e. Dinner/Refreshment Allowance)		
(C4)	Domestic & International Business Travel	Domestic & International Business Tour		


Note:

- Above salary structure is subject to various government norms, which may change time to time as per amendments made by the government/
- Income Tax will be applicable on above as per Income Tax Act.

 Business Solutions with Technology Edge	Document Name: Joining Intent Letter	
Format Version No.: 3	Format Code: SSPL-HR-FR/03/001	Format Effective Date: 19-Jul-2019

- Employees should be able to exhibit WFH infrastructure readiness whenever required as due to that Productivity loss will be liable to employee not employer
- **GPA (Group Personal Accident) & Group Term plan for individual.**
- Gratuity is kind of a reward, for which individual becomes eligible after constant 5 years of services with the company.
- Periodic performance appraisal will be done annually as per the assessment period/cycle of the company.

Authorized Signatory,
Chirag Prajapati
HR DEPARTMENT
SARJEN SYSTEMS PVT. LTD

 <p>Sarjen Systems Business Solutions with Technology Edge</p>	Document Name: Joining Intent Letter	
Format Version No.: 3	Format Code: SSPL-HR-FR/03/001	Format Effective Date: 19-Jul-2019

October 11, 2021,


Ms. Nancy Makadia,
Marwadi University, Rajkot,

Subject: Joining Intent Letter

Dear Ms. Nancy,


We are pleased to inform you that in reference to your resume submission and thereafter subsequent interview rounds, herewith we express our intent for employment.

Company	Sarjen Systems Pvt. Ltd.
Base Location	Ahmedabad
Team	Software Development
Role	Software Developer
Working Days	Monday to Saturday (Alternate 2 nd & 4 th Saturday Off)
General Day Shift Office Timings	9.30 am – 6.40 pm Note: Above is the Head Office time. Projects are being executed in various shifts i.e. Indian Shift, UK Shift, US Shift. You will be allocated your shift as per your project.
Visits & Deputation	As per project's requirements OR as per client's invitation (Either International OR Domestic), only after attaining certain experience. Most of our projects are end to end implementation with leading clients mainly from pharmaceutical sector. As per requirements of projects, there will be opportunities to work at international/domestic client site, also in global projects shift (i.e. UK/US/Mexico/South East Asia/India etc).

 Business Solutions with Technology Edge	Document Name: Joining Intent Letter	
Format Version No.: 3	Format Code: SSPL-HR-FR/03/001	Format Effective Date: 19-Jul-2019
Off Days & Leave (Annual)	Weekly Off (Sunday): 52 days Provisional Off (Saturday): 24 days Festival Off: 12 days Total Off: 88 days Plan Leave (PL): 12 days Casual Leave (CL): 3 days Reward Leave (RL): 3 days Humanitarian Leave (HL): 3 days <u>Total Leave: 21 days</u> Note: -Plan Leave (PL) gets started after 6 months of probation period. -Provisional off is scheduled usually on 2 nd Saturday, and 4 th Saturday, depending upon the project & respective work status.	
Proposed Joining Date	On or before January 01 st Week (Will update you) Note: Depending upon exam schedule, date of joining can be adjusted.	
Key Tasks	<ul style="list-style-type: none"> • Understand client's requirement and develop accordingly • Writing program code • Develop Database, Join, Store Procedure, Data Migration, Building Queries • Development level testing • Work out user interfaces • Writes, edits, and debugs new programs • Client interaction in SDLC process Review & make changes in code & technical environment • Initiate and drive major changes in program, procedures and methodology • Preparation of needful documents while working in the conjunction with Analyst, Designer, Testing, Validation and Implementation team members in entire SDLC (Software Development Life Cycle) • Work allocation to team members and reviewing deadline Vs. delivery 	
Key Technologies	http://www.sarjen.com/technologies	
Any Desirable	Should have solution oriented flexible approach as per dynamic business requirement of an organization.	

Documents Submission:

Verification	Document	Proof	Verify with original

 Business Solutions with Technology Edge		Document Name: Joining Intent Letter	
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Education	Highest Education Degree (Any One)	PH.D/Master/Bachelor/Diploma/Professional Course	Original require for verification + 1 photocopy
	School Degree	12 th standard <u>OR</u> 10 th standard	Original require for verification + 1 photocopy
Verification	Document	Proof	Verify with original
Experience	Copies of documents from all previous employers mentioned therewith by an applicant	Experience Letters <u>OR</u> (Appointment Letter + Last 2 months Salary Slips) Relieving Letters <u>OR</u> Resignation Letter	Photocopy require
Individual	Character/Moral	Communication (preferably via email) with References mentioned by applicant <u>OR</u> Passport <u>OR</u> Declaration letter from local police station	Photocopy require
	Identity	Aadhar Card <u>AND</u> Election Card and Photographs (Color, passport size)	Photocopy require
	Financial	PAN Card <u>OR</u> Bank Passbook Copy	Photocopy require
	Medical	Fitness Certificate (By MBBS or Above)	Original only
	Residential	Electricity bill <u>OR</u> Gas bill (Recent one) <u>OR</u> Rent agreement	Photocopy require
	Creamy Layer Certificate/Cast affidavit certificate (If any)	Cast Identity Certificate	Photocopy Required


Note:

We recommend you secure your position at the earliest by submitting above documents and meeting company HR department personally at Ahmedabad H.O. because this "Joining Intent Letter" will expire after 2 working days.

Tenure Model

Sr. No.	Particular	Minimum Tenure	Purpose	Pay	Comments
1	College Project	100 working days JAN to APRIL (4 Months)	To provide students Industry Development Projects.	Refer Annexure I	Commencement date of college project will be mentioned in the offer letter. Note: Must be cleared 2 Free Online Certification based on your assigned role
2	Skill Training	3 months MAY to JULY	Finishing skills (technical, functional, client communication & deliverables) as per corporate standards.	Refer Annexure I	Once you will complete your 100 days presence on college project, thereafter 'Skill Training' will be started. Note: College Project must be completed on or before April 2022 over and above two online Certification


3		Employment (Placed on Job)	After College Project + Skill Training Note: Organization Expecting minimum 2 years' time commitment from every individual. However Individual can further continue his/her employment with company. Increment is practiced annually based on performance appraisal and we have two cycle June and Dec according to employment cycle will be applicable.	Placement on roll company	Refer Annexure I	Once you will complete your Skill Training, then you will eventually be placed on roll company, based upon your overall performance assessment done by your concern reporting authority.
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 Business Solutions with Technology Edge	Document Name: Joining Intent Letter	
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Annexure I - Remuneration (Salary Structure & Stipend)				
Total Cost to the Company		DURATION	MONTHLY	Total Cost
TOTAL CTC PART (A+B)				305258
Part-A		Entry Gate		
(A1)	Must be cleared 2 Free online Certification like below based on your assigned role	4 MONTHS (Jan to Apr)	3000	12000
	E.g., Programming with a Purpose (By Coursera)	College Project must be completed on or before April 2022 over and above two online Certification		
	E.g., Introduction to Object Oriented JavaScript (By Cloud Academy)			
	E.g., Create a Project Management Tracker using Google Sheets (For Functional role - By Coursera)			
	E.g., Technical Support Fundamentals (Support role - By Coursera)			
		Skill Finishing Gate		
(A2)	Must be cleared assessment stage of JAVASCRIPT/HTML/CSS/SQL which will be arranged by organisation (Based on role)	3 MONTHS (May to July)	5000	15000
Part-B		Confirmation Gate (Aug 2022 to June 2023)		
	Confirmation Gate will be cleared by based on your overall evaluation of respective Team Once he gets Degree and submission of qualification documents, Individual be on company's roll	On Roll		
B1	BASIC	MONTHLY	15200	182400
B2	HOUSE RENT ALLOWANCE	MONTHLY	5850	70200
B3	GROSS SALARY	MONTHLY	21050	252600
DEDUCTION				
B4	PROFESSIONAL TAX	MONTHLY	200	2400
B5	GRATUITY	MONTHLY	731	8772
	TOTAL NET	MONTHLY	20850	250200
	MONTHLY COST TO THE COMPANY	MONTHLY	21581	258972
(A1+A2)	SKILL TRAINING STIPEND		27000	322800
	TOTAL COST TO THE COMPANY		25438	305258
Part-C		WELFARE BENEFITS		
(C1)	Career & Life Enhancement Benefits	Planned Leave + Casual Leave + Reward Leave + Humanitarian Leave+Prov. Off. +Holidays+ Picnic Tour + Cultural Event + External & Internal Training+ Certification sponsorship + CSR Activity		
(C2)	Health & Family Security benefits	Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPA scheme with full & Partial payable in case of permanent / death /Partial disablement arising out of any unfortunate event of an accident.		
(C3)	Traveling & Shift Allowance	Shift & Meal Allowance (i.e. Dinner/Refreshment Allowance)		
(C4)	Domestic & International Business Travel	Domestic & International Business Tour		

Note:

- Above salary structure is subject to various government norms, which may change time to time as per amendments made by the government/
- Income Tax will be applicable on above as per Income Tax Act.

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- Employees should be able to exhibit WFH infrastructure readiness whenever required as due to that Productivity loss will be liable to employee not employer
- **GPA (Group Personal Accident) & Group Term plan for individual.**
- Gratuity is kind of a reward, for which individual becomes eligible after constant 5 years of services with the company.
- Periodic performance appraisal will be done annually as per the assessment period/cycle of the company.

Authorized Signatory,
Chirag Prajapati
HR DEPARTMENT
SARJEN SYSTEMS PVT. LTD

Date: October 22, 2021

**To,
The HOD
Marwadi University
Rajkot**

Internship Offer Letter

Dear Sir/Ma'am,

This is to confirm that **Mr. Dhruv Ladani** who is pursuing CE at Marwadi University, Rajkot, has been assigned his final semester project training in our Company from 1st January, 2022 till 30th June, 2022.

As such, internships 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 learned in class. He will not get any stipend in his internship period.

On successful completion of Internship, he shall be paid a compensation of CTC INR 3,00,000/- p.a. CTC will include benefits like, PF, ESIC, Insurance, Salesforce Certification, Retention Bonus etc.

He have to sign a Service Agreement at the time of joining stating that he would stay with us at least for a period of 2 years.

He also has to issue a security cheque of Rs. 50,000, towards surety with and without any coercion. You will authorize the Company to deposit this cheque in the bank, in case they leave the company, before 2 years' service.

The project details and technical platform will be shared on commencement of training.

Best wishes and welcome to the **GetOnCRM** family.

For, GetOnCRM Solutions LLP

A handwritten signature in black ink, appearing to be "D. K. M.", is written over a horizontal line.

Director

TITLE	Internship Offer Letter - Dhruv Ladani
FILE NAME	Internship Offer ... Dhruv Ladani.pdf
DOCUMENT ID	2f5c9d3c93c78db93cea724a6b437bd8333b9fb8
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Completed

Document History



SENT

10 / 22 / 2021

08:48:45 UTC

Sent for signature to Minkesh Patel
 (minkesh.patel@getoncrm.com) from hr@mobiosolutions.com
 IP: 180.211.104.117



VIEWED

10 / 22 / 2021

08:50:55 UTC

Viewed by Minkesh Patel (minkesh.patel@getoncrm.com)
 IP: 116.72.12.236



SIGNED

10 / 22 / 2021

09:23:35 UTC

Signed by Minkesh Patel (minkesh.patel@getoncrm.com)
 IP: 116.72.12.236



COMPLETED

10 / 22 / 2021

09:23:35 UTC

The document has been completed.

October 28, 2021

To,
Marwadi University
Rajkot-Morbi Road, PO Gauridad
Rajkot, Gujarat 360003

OFFER LETTER

This is to confirm that **Mr. Nirmal Dholakiya** pursuing his **B.E/B.TECH - CE**, is selected to pursue his Final Semester Project with us from the period starting from **January 2022** to **June 2022**.

Upon successful completion of the training, he will be issued a project completion certificate. He will be required to submit a copy of the detailed project report before completion of the training.

His association with us shall be governed by the terms and conditions of the Agreement that may be entered between us.

For SPEC INDIA



Authorized Signatory



AWARD *of* ACHIEVEMENT

PRESENTED TO

YASH DHIRENBHAI THAKRAR

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY

Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor



AWARD *of* ACHIEVEMENT

PRESENTED TO

YASH NARESHBHAI KHENI

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY

Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor

December 23, 2021

Rajkumar Rathod

Dear **Rajkumar**

Further to your meeting with us, we approve of your training request at our facilities located at Synopsys in India, on the following terms and conditions. Please contact HR for further details and any clarifications you may have.

1. NATURE OF ENGAGEMENT

You will be engaged as a Graduate Engineer Trainee and imparted training so as to facilitate you to acquire proficiency, competency and work knowledge. During the period of training you will also be allowed to obtain hands on experience.

2. OBLIGATIONS AND RESPONSIBILITIES

- a) During your training period, the Company expects you to undergo training in any Department/Section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training at the facility of the Company. You shall not take up any other work for remuneration or otherwise, whether full or part time, or work in an advisory capacity, or be interested directly or indirectly in any other trade or business during the training period without obtaining permission, in writing, from the Company.
- b) You will be governed by the service Rules and Regulations as may be promulgated by the Company from time to time in relation to conduct, discipline and other matters in relation to trainees, which shall be applicable to you and shall bind you. You will not seek membership of any local or public bodies without first obtaining the permission from the Company.

3. DURATION OF TRAINING

The duration of the training will be commencing from **Jan 10 2022** to **Jul 10 2022**. On completion of training or expiry of the mentioned period hereunder, whichever is earlier, unless otherwise informed you will automatically stop attending the facility of the Company and your training hereunder will be deemed to have been completed.

4. Scholarship

You will be paid a consolidated scholarship of Rs. **20,000** per month.

5. TRANSFER

Your services during training and thereafter is liable to be transferred in any of the associate concern of Synopsys in India depending on the need of the Company.

6. CONFIDENTIAL INFORMATION AND PROTECTION OF INTERESTS

- a) You will not at any time, without the consent of the Corporate Vice President & Managing Director of the Company disclose or divulge or make public except on legal obligation any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of the training. You will execute a suitable non-disclosure agreement which will continue to bind you even after the termination of the training provided hereunder.
- b) If you conceive any new or advanced methods of improving processes/formulae/systems in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the company.

7. TRADE SECRETS

You will not keep in your possession nor bring to our organization any other organization's information, materials, documents, floppies, charts and the like, containing any information which is or would be considered confidential or proprietary. Please also delete any and all such information from your personal computers and data banks.

8. TRAINING HOURS AND HOLIDAYS

Normally your training timing would be that of the normal working hours of the Establishment where you are posted for the time being and the shift to which you are allotted. Weekly off days together with all National and

Festival Holidays observed by the Establishment would be normally applicable to you. You may however, be called upon to attend Training as and when deemed appropriate including on holidays.

9. OTHER AGREEMENTS

You are required to execute the Employee Innovation and Proprietary Information Agreement (in the format attached to this letter) and/or similar or other undertaking/Policy.

Acknowledgements/Agreements that may be required to be executed from time to time.

10. VERIFICATION REPORT

Your engagement will be subject to receipt of satisfactory report with regard to verification of your antecedents and the particulars furnished by you in your application and the information given at the time of interview.

11. MISCELLANEOUS

You will abide by all Environment, Health, Safety and Security policies of the Company. You will appreciate that the Company shall not be liable for any injuries, etc., caused to you during the course of your interaction with the Company and you hereby agree to indemnify the Company from the same. This engagement does not in any manner give rise to Contract of Service/Employment and you shall not have any rights whatsoever in this regard. During the course of your interaction with the Company you shall avoid any conflicts of interest with those of the Company.

12. TERMINATION

During the above period, this contract may be terminated by either party without giving any notice or any reason thereof. On termination of the Contract you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, etc., belonging to the company or relating to its business and shall not make or retain any copies of these items.

13. RULES & REGULATIONS

You will also comply and abide with all rules and regulations applicable to you as notified by the Management from time to time.

14. RELOCATION EXPENSES

You are eligible for relocation expenses up to **30000/-** to be reimbursed as follows:

I. Travel

- Company will reimburse travel (one-way ticket only) expenses for the candidate only.
- Reimbursement of travel expenses will be up to the limit approved or actual amount, whichever is less, on production of actual receipts / tickets / boarding pass.
- The mode of travel is economy class airfare or AC II tier train.

II. Accommodation

- Company will provide accommodation for initial 7 days only effective from date of joining. Company will directly settle the lodging bills with the, service provider. Individuals will be responsible for expenses incurred on personal expenses, personal telephone calls, food and entertainment prior to checking out of the company-provided accommodation. Any extension beyond 7 days will be borne by you.

III. Reimbursement- Relocation and travel expenses must be claimed by the Intern within 30 days from the date of joining. All expenses will be reimbursed on production of actual legible receipts only (for example boarding pass, invoice/receipt/challan etc.)

IV. Recovery of Relocation expenses - In case the Intern resigns within a period of **06 months** from the date of joining, the entire amount of relocation expenses reimbursed to that Intern must be returned to the Company as part of the final settlement.

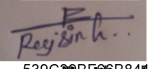
Please confirm that the above terms and conditions are acceptable to you by signing a copy of this letter.

Yours sincerely,

Sujoy Philip Pradhan

Philip, Sujoy (Sujoy-IN-HR)

I agree to accept the terms and conditions mentioned in the above letter. I undertake to keep the information of my scholarship amounts and benefits confidential.

DocuSigned by:
Signature: 
Name **Rajkumari Rathod** 539C19B566B8419...

Date: December 22, 2021 | 11:54:41 AM



AWARD *of* ACHIEVEMENT

PRESENTED TO

YASHA RAMESHBHAI VAISHNAV

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY

Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor



706/B, Ganesh Plaza, Nr. Navrangpura Bus Stand, Navrangpura, Ahmedabad, Gujarat-380009. India.

Date: October 25, 2021

To,
The HOD
Marwadi University
Rajkot

Internship Offer Letter

Dear Sir/Ma'am,

This is to confirm that **Mr. Harsh Soni** who is pursuing CE at Marwadi University, Rajkot, has been assigned his final semester project training in our Company from 1st January, 2022 till 30th June, 2022.

As such, internships 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 learned in class. He will not get any stipend in his internship period.

On successful completion of Internship, he shall be paid a compensation of CTC INR 3,00,000/- p.a. CTC will include benefits like, PF, ESIC, Insurance, Retention Bonus etc.

He have to sign a Service Agreement at the time of joining stating that he would stay with us at least for a period of 2 years.

He also has to issue a security cheque of Rs. 50,000, towards surety with and without any coercion. You will authorize the Company to deposit this cheque in the bank, in case they leave the company, before 2 years' service.

The project details and technical platform will be shared on commencement of training.

Best wishes and welcome to the **Mobio** family.

For, Mobio Solutions LLP

Hardik Shah

Director



AWARD *of* ACHIEVEMENT

PRESENTED TO

YASHPAL SINGH BAHADURSINH NILA

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY

Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor

OFFER LETTER

Date: 30th August 2021

VIVEK SHADIJA

Sub: Your appointment as a **Software Engineer** ("Offer Letter")

Dear **VIVEK**,

We, **Zeus Systems Private Limited** ("Company"), are pleased to offer you employment on the terms and conditions set out in this Offer Letter. Your employment will commence with the Company, effective from **1st June 2022** ("Effective Date").

Roles and Functions

You shall be appointed for the designation of **Software Engineer** and you will report to the reporting manager as intimated to you. You will perform all duties and responsibilities subject to the terms of this Offer Letter and the Appointment Letter to be entered into between yourself and the Company prior to your joining. You may be asked to perform other duties which may be assigned from time to time, based on the needs of the Company and your skills, at the Company's sole discretion.

Remuneration and Variable Pay

The Company shall pay you, in consideration of the proper performance and discharge by you of your duties and obligations, remuneration and perquisites set out herein. The Company shall pay you a fixed salary of **INR 600,000/- (Rupees Six lacs only)** per annum. A detailed break up of your annual compensation including the benefits or perquisites that you shall receive from the Company, has been enumerated under **SCHEDULE 1**.

Variable bonus and increment shall be given annually at the sole discretion of the management of the Company. The increment amount will be evaluated on performance standards of the Company and feedback from the reporting manager. Other broad terms and conditions shall be contained in the Appointment Letter which would be binding on you.

Probationary Period

Your employment shall be subject to an initial probationary period of 3 (Three) month ("**Probationary Period**"). The Company may at its sole discretion extend or reduce this Probationary Period.

Location

Your employment will initially be based at the Company's main office located at 1402, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai, Maharashtra-400013, although you may be required to perform your duties and travel at other locations from

Zeus Systems Private Limited
Unit No. 1402, 14th floor, Tower B, Peninsula Business Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400 013.
Phone/Fax : +91.22. 666 666 26

E-mail: contact@zeuslearning.com URL: www.zeuslearning.com

time to time as per the requirements of Company. In the event of secondment at a location other than the Company's main office, no additional remuneration and/ or perquisites shall be payable by the Company except as stated under Clause of Remuneration and Variable Pay and **SCHEDULE 1** of this Offer Letter.

Hours of Work and Leaves

Your official working days will be from Monday to Friday, and you shall be expected to work for a period of 8 (eight) hours in a day, exclusive of permitted breaks in a day. The Employee shall abide by the leave policies as enumerated under the Leave Policy of the Company including any modifications or amendments thereof.

Non-Compete and Non-Solicit

The Employee understands and agrees to abide by all the non-compete and non-solicit obligations as detailed in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Confidentiality

The Employee understands that during the term of this Offer Letter and in performance of his job duties for the Company, the Employee will be exposed to Company's and its client's information which is confidential in nature. The Employee understands that such confidential information is critical to the Company. The Employee shall abide by all his obligations to maintain the confidentiality and security of such information as enumerated in the Appointment Letter including the Business Protection Agreement to be entered into between the Employee and the Company at the time of his joining.

Termination

This Offer Letter may be terminated by either the Company or the Employee without assigning any reason by giving 15 days prior written notice to the other party.

Covenants and Warranties

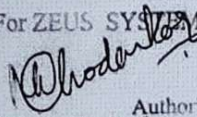
- a) During your employment with the Company, you shall observe and comply with all applicable rules, regulations and policies of the Company, in force for the time being and from time to time.
- b) Prior to onboarding the Company, you shall furnish the following documents at the first day of your joining the Company:
 - Copy of certificates/ mark sheets in support of your qualifications and other certificates, if any;
 - Copy of relieving letter/ last drawn salary slip from your previous employers;
 - Copy of government identities; and
 - 5 latest passport size photographs.
- c) Other detailed terms and conditions of your appointment with the Company shall be as enumerated under the Appointment Letter and shall, inter alia, contain the below

mentioned provisions: (i) Your duties towards the Company, (ii) Business Protection Agreement; and (iii) termination.

You are requested to indicate your acceptance of the terms contained herein by signing/ executing and returning a copy to the Company.

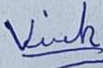
Sincerely yours,
For and on behalf of Zeus Systems Private Limited
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.


Minal Chodankar
Director-Admin



I have received a copy of this Offer Letter and have read and understood the above terms and conditions of employment and the implication thereof I hereby accept the aforesaid terms and conditions and agree to abide by the same.



VIVEK SHADIJA
30th August 2021

SCHEDULE 1

The Breakup of your compensation is as follows:

Components of Salary	(Figures in INR/ per annum)
Basic	179,160.00
HRA	107,496.00
Conveyance Allowance	19,200.00
Special Allowance	223,992.00
Company PF Contribution	24,000.00
Total	553,848.00
Annual Discretionary Bonus	46,152.00
Gross Annual Compensation	600,000.00

In addition to the above, you (and your dependents) shall also be covered under the Group Medical Insurance Policy of the Company. The policy is up to an annual limit of Rs. 5,00,000/- (Rupees Five Lakhs only) subject to the terms and conditions of the insurance provider.

For and on behalf of Zeus Systems Private Limited
For Zeus Learning,

For ZEUS SYSTEMS PVT. LTD.

Minal Chodankar



Authorized Signatory

Minal Chodankar
Director-Admin

30th August 2021

Vish

Date: 28/Oct/2021

Staunchsys IT Services Pvt. Ltd. Ahd
204-205, Titanium One Nr. Pakwan
cross road, Ahmedabad,
Gujarat 380054.

Subject: Letter of Intent to Hire

Dear **Meet**,

This has reference to your application and the subsequent interviews you have had with us. We present our intention to hire you as a Trainee with **Staunchsys IT Service Pvt Ltd**. We are all excited about the potential that you will bring to our organization. Your further employment will be subject to your performance during training.

You are required to join us at the latest by **01/Jan/2022**, beyond which this offer stands canceled unless otherwise, either party communicates the said delay beforehand.

It is well understood between us that your employment with us may be extended/terminated depending on your training performance or poor behaviour.

Your appointment as trainee is subject to:

1. You're joining the services of the company on or before 01/Jan/2022.
2. Your written acceptance of the letter.
3. The verification of your testimonials and submitted documents.
4. Receiving satisfactory results of your last semester results.

You will be on a trainee period of **6 months**.

Staunchsys IT Services Pvt. Ltd.

204-205, Titanium One, Nr. Pakwan cross road,
S.G. Highway, Ahmedabad, Gujarat, India - 380054.



www.staunchsys.com



+91-79-40064213

We request that you sign this offer letter below as your acceptance of this offer by EOD 29/Oct/2021. If we do not receive your written acceptance by that time, this offer is void.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact at hr@staunchsys.com



Yours Faithfully,
For Staunchsys IT Services Pvt. Ltd


Shweta Singh
HR Manager

Acceptance of Offer:

Name: Meet Raghubhai Patel



Date: 28/10/2021

Palace: Rajkot

Sign: Meet

Staunchsys IT Services Pvt. Ltd.

204-205, Titanium One, Nr. Pakwan cross road,
S.G. Highway, Ahmedabad, Gujarat, India - 380054.

 www.staunchsys.com  +91-79-40064213



AWARD *of* ACHIEVEMENT

PRESENTED TO

YOGESH DEVKARANBHAI KANZARIYA

FOR SUCCESSFULLY COMPLETING THE ORACLE ACADEMY

Database Design and Programming with SQL

FINAL EXAM

11/17/2021

A handwritten signature in black ink, appearing to read "Anand", is written over a horizontal line.

Oracle Academy Instructor

Date: 16-Dec-2021

SUB: Offer Letter – Training

Dear Jaykumar Bhatt,

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching with our requirement. Accordingly, we offer you this opportunity with our company for a period of 6 months Initial Training. During this period, you will be designated as Trainee. Details and scope of the role will be provided to you after your joining. Upon successful completion of your Training, you will be on board as Employee with an annual remuneration of Rs. 3 LPA/- .

Your Date of Joining will be 5th Jan,2022.

Thanking You,
For Bacancy Software LLP



HR Manager



A W A R D *o f* A C H I E V E M E N T

P R E S E N T E D T O

Z E L A L E M T E M E S G E N S H I T U

F O R S U C C E S S F U L L Y C O M P L E T I N G T H E O R A C L E A C A D E M Y

D a t a b a s e D e s i g n a n d P r o g r a m m i n g w i t h S Q L

F I N A L E X A M

11/17/2021

A handwritten signature in black ink, appearing to read "Amal", is written over a horizontal line.

Oracle Academy Instructor