



Parvatibai Chowgule College of Arts and Science Autonomous

Accredited by NAAC with Grade 'A' (CGPA Score 3.41 on a 4 Point Scale)

Best Affiliated College-Goa University Silver Jubilee Year Award



30 August 2021

To whomsoever it may concern

This is to certify that the following students in the list of student placements are true as per the information provided by the institution and the students themselves.

Sachin Kakodkar

Assistant Professor

Convener, Placement and Internship Committee





Sangeeta Viridi



4:09 PM

Name of company: Garrison Engineer
Gomantak

Name of employer: miss kavita
dhiman

Address: GE Gomantak, Mangoor hill,
Vasco

Contact no: [9891985835](tel:9891985835)

Designation: SDC

Annual Salary: 1.2 lack

4:17 PM



Type a message



Date: 01st September, 2020

To,

Ms. Manisha Solanki

Sub: Letter of Appointment – Software Developer

Dear Manisha,

Further to our interview, we are pleased to inform you that you are hereby appointed to the post of Software Developer at CtrlSave Pvt. Ltd as per the Company's terms and conditions.

The purview of this post is inclusive of but not limited to the designing and development of softwares, maintenance of existing code bases along with the hosting and deployment of applications and/or any such requirements highlighted by the Directors of the Company in keeping with the salary and allowances awarded to you.

We look forward to working with you and wish you the very best.

Thanking you,

Yours Sincerely,



Shreya Jain

Founder / COO



Castor Godinho

Founder / CTO



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises



UDYAM REGISTRATION CERTIFICATE



Our small hands to
make you LARGE

TYPE OF ENTERPRISE	MICRO		SERVICES	
UDYAM REGISTRATION NUMBER	UDYAM-GA-02-0000833			
NAME OF ENTERPRISE	DSTUDIOS			
SOCIAL CATEGORY OF ENTREPRENEUR	General			
NAME OF UNITS	SNo.	Udyog Aadhaar Memorandum	Units Name	
	1	GA02D0003270	DStudios	
OFFICAL ADDRESS OF	Flat/Door/Block No.	H. NO. 946/I	Name of Premises/ Building	TAMANNA

ENTERPRISE

Village/Town	RAIA	Block	BACBHATT
Road/Street/Lane	GANDHI ROAD	City	SALCETE
State	GOA	District	SOUTH GOA , Pin 403720
Mobile	9657293102	Email:	rahulsnath610@gmail.com

**DATE OF INCORPORATION /
REGISTRATION OF ENTERPRISE**

26/12/2019

**DATE OF COMMENCEMENT OF
PRODUCTION/BUSINESS**

01/01/2020

**NATIONAL INDUSTRY
CLASSIFICATION CODE(S)**

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	18 - Printing and reproduction of recorded media	1812 - Service activities related to printing	18129 - Other service activities related to printing n.e.c.	Manufacturing
2	62 - Computer programming, consultancy and related activities	6201 - Computer programming activities	62012 - Web-page designing	Services
3	74 - Other professional, scientific and technical activities	7410 - Specialized design activities	74103 - Services of graphic designers	Services

DATE OF UDYAM REGISTRATION

01/10/2020

Disclaimer: This is computer generated statement, no signature required.

Printed from <https://udyamregistration.gov.in>**For any assistance, you may contact:**

1. DIC **GOA**
2. MSME-DI **GOA**

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**BE A
CHAMPION**
with the
Ministry of
MSME

Date: 01st September, 2020

To,
Mr. Kaiser Sayyed

Sub: Letter of Appointment – Software Developer

Dear Kaiser,

Further to our interview, we are pleased to inform you that you are hereby appointed to the post of Software Developer at CtrlSave Pvt. Ltd as per the Company's terms and conditions.

The purview of this post is inclusive of but not limited to the designing and development of softwares, maintenance of existing code bases along with the hosting and deployment of applications and/or any such requirements highlighted by the Directors of the Company in keeping with the salary and allowances awarded to you.

We look forward to working with you and wish you the very best.

Thanking you,

Yours Sincerely,



Shreya Jain
Founder / COO



Castor Godinho
Founder / CTO



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F.83/15

30-Mar-2021.

Miss Pratibha Tripathi,
S-5, Rajvihar Society,
Near Powerhouse,
Margao, Salcette Goa.
403601.

Dear Miss Tripathi

With reference to your application for the post of Assistant Professor in Zoology and the subsequent interview by the duly constituted Selection Committee held in the College, we are pleased to inform you that you are appointed as **ASSISTANT PROFESSOR in ZOOLOGY** on **Lecture Basis** in the College with effect from **15/10/2020 till the end of academic year 2020-2021.**

Your appointment is as per the approval of the Government issued by the Directorate of Higher Education, Panaji vide letter no. ACAD/AC-02/316/NOC/TS/Par/DHE/2020/PF/5472 dated 30/12/2020 and from Goa University vide letter no. GU/Acad.Col./PCCAS/2021/2418 dated 26/03/2021.

You will be paid on calendar month basis for total number of lectures @ **Rs.750/-** per lecture. You will be required to submit a claim at the end of every month or before 7th of next month, stating the number of lectures taken and attaching the attendance sheets, duly certified by concerned Head of Department and Dean, for payment of your fees.

Your service will be governed by the provisions of the Goa University Act 1984 and the Statutes, Ordinances, Regulations and Rules of the University for time being in force and the Rules of the Governing Body of the College not inconsistent with the Act, Statutes, Ordinances, Regulations and Rules of the University and rules / regulations of Government of Goa as issued from time to time.

If your services are found unsatisfactory, College reserves the right to terminate your service by giving one calendar month's notice in writing. Similarly, you have to give one month's notice in writing, in case you leave the service. In absence of such notice, you have to refund to the Principal, an amount equivalent to the pay of one month in lieu of the said notice.

cont.....2/



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2

In case you accept the appointment, you have to submit discharge certificate(s) and **Last Pay Certificate** from your present employer(s) if any, and to execute a deed of contract of service in the prescribed form at the time of joining duties

Please return the enclosed copy of the appointment letter duly signed and dated by you as token of your acceptance.

Yours faithfully

Dr. (Smt.) Shaila R. Ghanti
Offg. Principal

Place : Margao Goa

Return to the Principal

* I accept the offer as per terms and conditions indicated above

Place : Margao Goa

Date : 6/4/2021

C.C. : 1. Accounts
2. Personal file

Signature :
Name : Miss Pratibha Tripathi



Private & Confidential

Marlon Cristiano De Sousa
6 Doghurst Avenue
Harlington
Hayes
Middlesex
UB3 5BJ

26th February 2021

Dear Marlon Cristiano,

On behalf of the Montana Bakery Ltd, I am delighted to offer you the position of Factory Operative. We look forward to working with you and believe that you can make a very significant and positive contribution to the success of the Montana Bakery Ltd. Welcome to the team!

The position will be based at Blackthorne Road, Colnbrook, Slough, SL3 0AP. In this position you will report to the Night Shift Manager, Mohammed Saher or their elected deputy who will have overall responsibility for all employees within the Production department on a day-to-day basis.

We would like you to start work on 28th February 2021.

This offer is subject to receipt of satisfactory medical information on our Medical Questionnaire, completion of a New Start Details Form, confirmation of your right to work in the United Kingdom and your acceptance of the terms set out in your contract of employment. The offer is also subject to satisfactory references.

Compensations and Benefits

Your hourly rate for this position is £8.72 per hour and will be paid monthly no later than the 7th of each Month through Bankers Automated Clearance System.

Your annual holiday entitlement in any holiday year is 28 days, which is inclusive of recognised English public holidays. The holiday year runs from April to March. As you have joined us part way through this current year, your entitlement for this year will be pro-rated.

Hours of Work

You will be required to work 45 hours per week, Sunday to Friday, 22:00-06:00 shift. You will, however, be required to work the hours necessary to fulfil your role. You will also be entitled to a 30-minute unpaid lunch break.

Probation

As with all new joiners, your employment is conditional upon satisfactory completion of a six months probationary period during which time your performance in the role and conduct will be assessed. During your probationary period you will be expected to demonstrate your suitability for the job and your work performance will be monitored.

Pension

The Company offers work place pension scheme with The People's Pension, the contribution will be up to 8% based on the employee contributing 5%.


Workwear & PPE

You will be issued with protective clothing and a locker (if available); these are on loan from the Company. If the keys are lost or other items not returned either on termination of your employment or when requested, regrettably we may make a deduction from your wages. If any of these items wear out through normal usage we will be pleased to replace them free of charge.

I would be grateful if you could confirm your acceptance of this offer on the above terms by signing and returning the enclosed copy of this letter.

Again, I would like to take this opportunity to welcome you to Montana Bakeries and wish you a long and successful career with us.

Yours sincerely,



Lucia Pohrebnyak
HR Manager

I have received a copy of this letter and Principal Statement of Terms and Conditions. I accept all terms and conditions outlined:

Signed:..... **Full Name:**.....

MONTANA BAKERY LTD

CONTRACT OF EMPLOYMENT

This document dated 26th February 2021 sets out the main terms of your employment in accordance with the Employment Rights Act 1996. You should also refer to the Employee Handbook for further information on policies and procedures applicable to your employment with **Montana Bakery Ltd, Blackthorne Road, Colnbrook, Slough, Berks, SL3 0AP** ("the Company").

Employee: Marlon C. De Sousa (referred to as "you")

1. Commencement of contract of employment:

Your contract of employment with the Company commenced on: 28th February 2021.

No previous employment counts toward your period of continuous employment with the Company.

2. Position:

You shall serve the Company in the job role as: Factory Operative.

The Company may amend your duties either on a temporary or permanent basis. You will be notified of any permanent change in writing. In addition to your normal duties, you may occasionally be required to undertake additional or other duties as necessary to meet the needs of the business.

The employee is required to notify the Company, in writing, before taking on any additional employment, whether paid or unpaid. The employee may not engage or have an interest in any business in competition with that of the Company during the term of their employment with the Company. The employee agrees to devote the whole of their time, attention and abilities during their hours of work to promote, develop and extend the Company's business and interests.

The Company reserves the right to transfer you between/within departments.

3. Eligibility to Work

You will be asked to provide formal documentation to confirm that you are eligible to work in the UK. Failure to comply with the request or to provide satisfactory documentation may lead to your employment being terminated.

4. Employee Handbook:

The Employee Handbook is available for you to consult in the HR Office.

5. Probationary Period:

New employees are subject to the satisfactory completion of a six month probationary period. The Company reserves the right to extend this period at its discretion.

The Company will assess and review your work performance during this time and reserves the right to terminate your employment at any time during your probationary period.

During the first month of your employment, the Company or you may terminate your employment without notice.

After one month's service and up to the satisfactory completion of your probationary period, including any extension to this, either party may terminate your employment by giving one week's notice in writing.

6. Place of Work:

Your normal place of work will be Montana Bakery Ltd, Blackthorne Road, Colnbrook, Slough, Berks, SL3 0AP or such other place which the Company may reasonably require for the proper performance and exercise of your duties.

7. Working Abroad:

You are not expected to work outside the UK for more than one month.

8. Collective Agreement:

There are no collective agreements applicable to your employment.

9. Pay:

Your rate of pay is £8.72 per hour payable on or around the 7th of each month, by BACS, in arrears.

If a mistake is made in the payment of any monies due, the Company expects to be notified immediately. The error will normally be corrected at the next available opportunity.

If you choose to work overtime, you will be entitled to receive one and a third times to your normal rate of pay for any hours worked provided you have already completed the full time 45 hours of work that week.

When working a night shift you will receive a bonus of £10 for each night worked.

Any other bonuses received are discretionary bonuses. The Company reserves the right to amend, vary or withdraw the bonus scheme at any time. Further details of the bonus scheme are available from management.

10. Training:

You are required to complete the Company Induction which includes Health and Safety, Food Safety and Manual Handling.

You may be required to complete additional training at the Company's discretion and will be paid at your normal rate of pay for any compulsory training undertaken.

Details of any training entitlement will be given to you separately.

11. Pension:

The Company will comply with the employer pension duties applicable to your employment under Part 1 of the Pensions Act 2008. You will be provided with further details in writing of the pension arrangements applicable to you. Further details of the pension arrangements can be obtained from the HR Department.

12. Deductions:

The Company reserves the right to require you to repay to the Company by deduction from your pay:

- any fines, penalties or losses sustained during the course of your employment and which were caused through your conduct, carelessness, negligence, recklessness or through your breach of the Company's rules or any dishonesty on your part;
- any damages, expenses or any other monies paid or payable by the Company to any third party for any act or omission by you, for which the Company may be deemed vicariously liable on your behalf;
- the costs of any personal use made by you on Company telephones, without prior authorisation from the Company;
- on termination of employment, any holiday pay paid to you in respect of holiday granted in excess of your accrued entitlement;
- any other sums owed to the Company by you, including, but not limited to, any overpayment of wages, outstanding loans or advances, or relocation expenses;
- any deductions otherwise entitled under this contract;
- where you have entered into a separate agreement with the Company, any outstanding costs detailed in the agreement.

You authorise the Company to make any such deductions from any and all monies owing to you by the Company.

13. Hours of Work:

Your normal working week will comprise of 45 hours, Sunday to Friday, with working hours of 22:00-06:00. The start and finish times may vary due to the operational requirements of the business and sometimes at short notice.

You are entitled to a 30 min unpaid lunch break. In accordance with the Working Time Regulations this must be taken in the middle of the day and this is in addition to your contracted working hours.

The Company reserves the right to change your working pattern or working hours on a temporary or permanent basis. Reasonable notice of such changes will be given, although due to the nature of our business, such changes can be at short notice.

14. Short-Time Working and Lay Off:

The Company reserves the right to introduce short time working on proportionately reduced pay or a period of temporary lay off without pay (with the exception of any statutory entitlement) where this is necessary to avoid redundancies, where work cannot be performed due to exceptional circumstances, or where there is a shortage of work. The Company will make any effort to avoid this situation and you may be required to be temporarily transferred to other work if it is available. These actions do not constitute a termination or alteration of your contract of employment.

15. Holiday Entitlement:

The holiday year runs from 1st April to 31st March.

Your annual holiday entitlement in any holiday year is 5.6 weeks (subject to a maximum of 28 days) which is inclusive of recognised public holidays.

The Company recognises the following public holidays, the dates of which may vary from year to year:

New Year's Day
May Day
Christmas Day

Good Friday
Spring Bank Holiday
Boxing Day

Easter Monday
August Bank Holiday

If you work part-time your annual holiday entitlement will be calculated and applied on a pro-rata basis.

If you are required to work on any bank/public holiday that falls on your rostered working day, you will be entitled to receive double time for working on these days. In addition, you will receive Christmas Day off as the Company will be closed.

If your appointment commences or terminates part way through a holiday year, your entitlement during that holiday year shall be calculated on a pro-rata basis rounded up to the nearest half day.

You will be paid your normal rate of pay in respect of periods of annual holiday.

You are required to submit annual holiday requests to management as early as possible, giving at least a minimum of two weeks' notice prior to the requested annual holiday start date.

The Company may require you to take all, or part of any outstanding holiday entitlement, and reserves the right not to provide you with advance notice of this requirement.

Due to an increase in business activities, annual holiday will not normally be approved during December except at the discretion of management.

In the event of termination of your employment, you will be entitled to holiday pay calculated on a pro-rata basis in respect of all annual holiday already accrued in the current holiday year, but not taken at the date of termination of your employment.

If on termination of your employment, you have taken more annual holiday than your pro-rata entitlement in the current holiday year an appropriate deduction will be made from your final payment.

If you are dismissed for gross misconduct, or you fail to give the required notice of resignation, you are not entitled to be recompensed for unused holidays in excess of the minimum statutory entitlement in the current holiday year.

The Company reserves the right to amend holiday rules at its discretion.

Any accrued but unused holiday entitlement shall be deemed to be taken during any periods of Garden Leave.

Further details relating to holiday entitlement are set out in the Employee Handbook.

16. Absence Reporting:

You are required to notify the Company of your sickness absence. You should do this personally, by telephone, to the absence reporting line or your Line Manager by no later than one hour before your scheduled start time on the first day of absence.

If you are absent for a period of up to seven days through sickness, you must complete a Self-Certification Form

If absent from work due to incapacity which continues for more than seven days (including weekends), you must provide the Company with a medical certificate by the eighth day of incapacity. Thereafter medical certificates must be provided to the Company to cover any continued absence at any time by any independent doctor at its expense.

It is disciplinary offence to knowingly give wrong information on the self-certification form or fail to comply with the Company's absence policy.

Sick Pay will be paid in accordance with the Statutory Sick Pay Regulations. Where you have exhausted your entitlement to Statutory Sick Pay, you will be issued with an SSP1 form.

The Company may require at any time to submit to a medical examination and /or attend an interview with a doctor at the Company's own choice at the Company's own expense. Notwithstanding the provisions of the Access to Medical Records Act 1988, you will allow the Company access to any medical report relating to your health prepared by a medical practitioner who is or has been responsible for your clinical care.

Further details relating to the Company's absence procedure and rules are set out in the Employee Handbook.

17. Unauthorised absence

If you fail to comply with the provision of the Absence reporting clause, the Company will treat such absence as unauthorised and reserves the right to withhold pay for the period of unauthorised absence. Unauthorised absence may be dealt with as a disciplinary matter under the Company's prevailing disciplinary policy, which could include penalty of dismissal.

18. Statutory Sick Pay:

You will be entitled to Statutory Sick Pay for any period of absence due to sickness or injury subject to meeting the required qualifying conditions.

Further rules relating to the notification of and payment in respect of absence because of sickness or injury are set out in the Employee Handbook.

19. Notice:

You and the Company are required to give the following written notice to terminate your employment.

Length of Service	Notice Period
Less than one month	No notice
At least one month but less than two years' continuous service	One week
Two years' or more continuous service	One week per completed year of service up to a maximum of 12 weeks

The Company may exclude these notice provisions in the event of dismissal for gross misconduct.

The Company reserves the right to make a payment in lieu of notice for all or any part of your notice period upon the termination of your employment, regardless of whether notice to terminate the contract is given by you or the Company.

This payment in lieu will be equal to the basic salary/pay (as at the date of termination) which you would have been entitled to receive during the notice period less income tax and National Insurance contributions.

For the avoidance of doubt, the payment in lieu shall not include any element in relation to any bonus or commission payments that might otherwise have been due during the period for which the payment in lieu is made, any payment in respect of benefits which you would have been entitled to receive during the period for which the payment in lieu is made and any payment in respect of any holiday entitlement that would have accrued during the period for which the payment in lieu is made.

20. Garden Leave:

The Company reserves the right, at its sole discretion, not to offer you any work during the whole, or any part, of the notice period, and to require you not to attend work during this time. In these circumstances, you will continue to receive your normal pay and benefits to which you are entitled during the notice period.

Any accrued holiday entitlement will form part of this notice period.

Apart from the duty to attend work, you will remain bound by all the obligations and restrictions set out in your contract of employment. You must, within reason, remain available to be contacted by the Company.

You are not permitted to undertake any other form of employment, whether paid or unpaid, during your period of garden leave, without the Company's prior written permission.

21. Disciplinary Procedure:

The Company's Disciplinary Procedure, Code of Conduct and Standards are set out in the Employee Handbook. You are strongly advised to familiarise yourself with them.

The Company reserves the right to discipline or dismiss you without following the Disciplinary Procedure if you have less than a certain minimum period of continuous service as set out in the Employee Handbook.

22. Disciplinary and Dismissal Appeals:

If you are dissatisfied with any disciplinary or dismissal decision taken in respect of you, you may appeal to the appointed Manager. Further details on Disciplinary and Dismissal Appeals are set out in the Employee Handbook.

23. Grievance Procedure:

The Company encourages employees to settle grievances informally with their Line manager. If, however, you have a grievance relating to any aspect of your employment which you would like to be resolved formally, you must set out the nature of the grievance in writing and submit it to the HR Department.

You will have the right to appeal against any decision taken in respect of your grievance. You should submit the written appeal to the appointed Manager.

Further details of the Grievance Procedure are set out in the Employee Handbook.

24. Personal Property

The Company accepts no responsibility for damage to or loss of personal property including private vehicles used on site. You are therefore, advised to ensure that any risk to your property is covered by insurance.

25. Change of Personal Details

You have the responsibility to advise the Company of any personal details' changes, e.g. name, address, bank account, next of kin, beneficiary, etc. Any delay in doing so may cause confusion and or delay in the Company's ability to keep in contact and make payments.

26. Health and Safety:

It is your duty and responsibility to familiarise yourself with, and to comply with, the Company's or any third party's health and safety policies and procedures.

The Company will take all reasonably practicable steps to ensure your health safety and welfare while at work including preventing and dealing with bullying and harassing behaviour. You have a legal duty to take reasonable care for the health and safety of yourself and others who may be adversely affected by your acts or omissions at work and co-operate with the Company as is necessary to enable health and safety requirement to be met.

If you are in any way dangerous and liable to cause injury, you are required by the Health and Safety at Work Act 1974 to make use of the appropriate items of protective clothing provided by the company.

Breach of these rules may result in disciplinary action, up to and including the termination of your employment without notice for gross misconduct.

27. Company Property:

You may be provided with certain Company items, e.g. Personal Protective Equipment, Locker to assist you in performing your duties. It is your responsibility to ensure that proper care is taken of this equipment provided by the Company.

On termination of your employment, the any items must be returned to the Company no later than the final day of your employment. The Company retains the right to deduct the cost of any equipment that is not returned, or is returned in a damaged condition due to your actions, from your final pay.

28. Confidentiality:

You agree that during the course of your employment you will have access to Confidential Information belonging to the Company. You shall not at any time during (except in the proper course of carrying out your duties) or after your employment, whether directly or indirectly, disclose to a third party or make use of any Confidential Information.

For the purposes of this section, "Confidential Information" is defined as information, regardless of the format or manner in which it is recorded or stored, which is not within the public domain and which relates to the business, products, finances, affairs, trade secrets, intellectual property, technical data, and know-how of the Company, its clients, customers, or any business contacts whatsoever.

29. Data Protection:

In accordance with data protection legislation, it will be necessary for the Company to maintain personal data which is processed for the purposes of your employment and for legitimate business and legal reasons and requirements. Your attention is drawn to the Employee Privacy Notice and the Data Protection Policy in the Employee Handbook.

30. Other Benefits:

You are not entitled to any additional contractual benefits.

31. Other Paid Leave:

Your entitlements to Maternity Leave, Adoption Leave, Shared Parental Leave, Time Off for Dependents, Parental Leave, Parental Bereavement Leave and Paternity Leave (and any entitlement to pay) and any other paid leave are set out in the Employee Handbook.



ADHAAN DECOR

Let's Think Different

AZAAN SHAIKH

MOB:-0091-9011383374

0091-9130700316

Shop no,SH-4. SPRINGFIELD VENUE
Gogal Vidyanagar Margao Goa. 403601.

adhaandecor@gmail.com
www.adhaandecor.in

GSTN:- 30DYHPS068E1Z7

Sub: Appointed you as Site Supervisor.

Dear sir,

P.G.AKANSH, We are glad to inform you that you have been appointed as (Site Supervisor) of the Company (ADHAAN DÉCOR) for a period of 2 years with effect from 01st December 2020 upto 30th November 2022. Subject to the approval on a Monthly remuneration of Rs.10,000/- Per Month, as we will increase your salary as per according to your work. And your working timing will be from 9:30 Am to 6:00 Pm. If you want holiday then you have to inform us one week before in advance.

Hence, we are giving you a opportunity to work with our Management and expecting you to give your best in work & Want you to join us as soon as possible.

Thank you





SUREFLO
TECHCON PVT LTD

CIN : U74999MH2013PTC241949

FILTRATION | SEPARATION | AERATION | ONLINE ROBOTIC CLEANING

3. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
4. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
5. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
6. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
7. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
8. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
9. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
10. During your probation period you are not allowed for any leaves. In case of an emergency you will be allowed leave with prior permission however salary for the leave period will be deducted.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to SUREFLO family and look forward to a fruitful collaboration.

FOR SUREFLO TECHCON PVT. LTD

Head - Hr & Admin

Lavina Koli

Signature of the Employee

Ms. Anagha Ramchandra Naik

16th November, 2020.

To,

Ms. Anagha Ramchandra Naik

Near Navadurga Temple,

Dassol Wada Kundiam.

Ponda. Goa - 403115.

Email id: anajanaik123@gmail.com

SUB.: APPOINTMENT LETTER

Dear **Ms. Anagha Ramchandra Naik**,

This has reference to your application we are pleased to appoint you as **Store Incharge** in our company to be based at Goa.

Terms & Conditions:

1. You are requested to join on or before **16th November, 2020**.
2. You will be paid a consolidated gross salary of **Rs.12,000.00 /- Per Month**.
3. You shall be on probation for Initial Six months. After successful completion of Six months of your service you will be appointed in Regular Cadre of Company subject to decision by the management. Your probation period may be further extended based on your performance.
4. Your services will be governed by the general Rules & Regulations [Including any amendments or modifications thereof] of the COMPANY. During the period of your employment you will devote all your time exclusively for the work as may be assigned to you from time to time. You will not engage in or serve in any capacity whatsoever either full time or part time or undertake or carry on or be concern or interested in any Business, Trade, Profession or Concern other than the work assigned to you by the company

OTHER RULES & REGULATIONS:

1. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.
2. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.



Akash Sudhakar Shingade
DT-385



DEDUCE
Technologies



Gayakwad Pandurang Vaman
DT-394



DEDUCE
Technologies



Akshay Mohan Khairamode
DT-319



DEDUCE
Technologies

Blood Group:

A+

Emergency Contact Person:

Mohan (Father)

Emergency Contact no:

+91 7387675791

If found please return to

Deduce Technologies

No. 719/A, 53-2, JK Tower 4th Floor,
46th Cross Rd, Jayanagar 8th Block,
Sangam Circle, Bengaluru,
Karnataka-560082

Bellissimo Ventures Private Limited

(parent company of DEDUCE TECHNOLOGIES)

16th November 2020

Abhijit Atmaram Patil
At.Bopla, Ekurga Post
Latur Taluk & District
Maharashtra India 413511

Dear Abhijit,

Subject: Offer Letter

Congratulations! Further to your application for employment with us and the subsequent selection process, we are pleased to offer the position of **“Trainee GIS Analyst”** to you effective from **21st September 2020**.

This is subject to you confirming the appointment within a period of 4 days on receipt of this Offer Letter. You need to confirm this offer by providing us a duly signed copy.

The location of your initial reporting will be Bangalore.

Your monthly salary will be Rs.12,000/-per month (Rupees Twelve Thousand only) from the date of your joining. On successful completion of 4 months of your training, the CTC will be Rs.15,500/- (Rupees Fifteen Thousand Five Hundred only) per month.

A formal appointment letter indicating the terms and conditions of employment will be issued to you at the time of joining our organisation, including your observance to Non-Compete/ Non- Solicit/ Letter of Undertaking and execution of Non-Disclosure Agreements.

As a part of the joining process, you are advised to submit the following documents at the time of joining by way of true and correct disclosure:

- Service certificate and relieving letter from your previous employer
- Salary certificate/ latest pay slips from your previous employer
- All relevant educational certificates
- 2 passport size photographs

Welcome to Deduce Technologies. Look forward to your joining us.

Best Wishes,

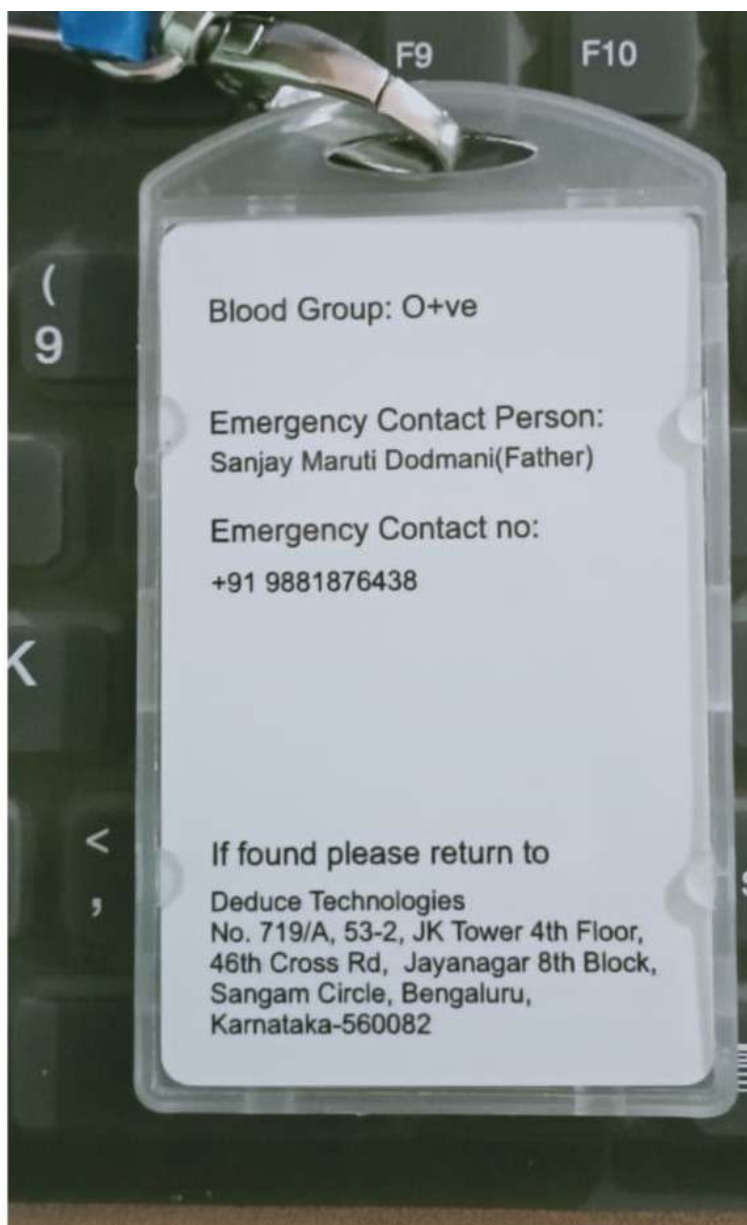
For Deduce Technologies Private Limited,

Mahima Shrivastava
Director-Corporate Affairs

DO THINGS DIFFERENTLY

Registered Office: 21, Street S-4, Sector 82, Vatika India Next, Gurgaon, Haryana-122012, INDIA

Tel No:+ 91 7899 75 65 65; CIN No: U74999HR2017PTC071715; URL: www.deducetech.com





Uttam Mahadev khandekar
DT-323



DEDUCE
Technologies



कौशल्य विकास, रोजगार व उद्योजकता विभाग
मंत्रालय, मुंबई - ४०००३२.

महाराष्ट्र राज्य कौशल्य विकास सोसायटी
तात्पुरते ओळखपत्र



ओळखपत्र क्र.: **MSSDS/AEP/C/०१/२०२०/१२**
नाव : श्री. अक्षय अशोक चव्हाण
पदनाम : जीआईएस ॲनालिस्ट
कालावधी : २८.१०.२०२०-२७.१०.२०२१

धारकाची स्वाक्षरी

(र. प्र. सुरवसे)

प्रबंधक



Sambhaji Himmatrao
inamdar patil
DT-316



DEDUCE
Technologies

Blood Group:
B+

Emergency Contact Person:
Shivaji (Brother)

Emergency Contact no:
+91 9379626390

If found please return to

Deduce Technologies
No. 719/A, 53-2, JK Tower 4th Floor,
46th Cross Rd, Jayanagar 8th Block,
Sangam Circle, Bengaluru,
Karnataka-560082



Altaf Yasin Beg
DT-393



DEDUCE
Technologies



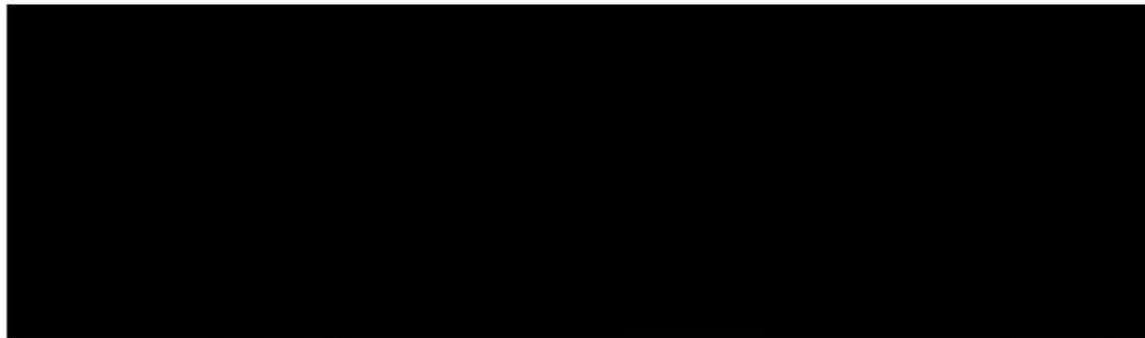
Shubham Sherlekar

"SHIVAM" H.No.:11/3, Uccassiam, Paliem,
Mapusa, Bardez, Goa - 403507

Dear Shubham:

Three D Sycode India Private Limited ("3D Systems India") is pleased to offer you a position as a **"Quality Analyst Engineer"**, reporting to [REDACTED] effective [REDACTED]. In this position, you will work at our Porvorim, Goa India office.

Your compensation package includes an annual salary of [REDACTED] paid in accordance with our normal payroll practices.



Sincerely,

3D Systems India

By

[REDACTED]
Managing Director, 3D Systems India



I accept the above on the stated terms effective [REDACTED]

Signed

Three D Sycode India Private Limited, a wholly owned subsidiary of 3D Systems Inc.
S1/116 | Nova Cidade Complex, NH-66, Alto-Porvorim | Goa - 403521 | India
Mob.: +91 7774047434 | www.3dsystems.com | NYSE: DDD



Ref: TTPL/HRD/EL-2019/EN10
Private & Confidential

Date: 13/11/2019

Suyog Sadashiv Mishal
Goa

Dear Suyog,

Subject: Employment Letter -Trainee

Transerve Technologies Private Limited is pleased to offer you a position as "**Intern-Developer**", effective from **13th November 2019**. In this position, you will work at **Goa** location.

Your monthly stipend for the training period [REDACTED]

A 6 months of training/internship period is applicable to this role, the full-time employment with Transerve shall be applicable only on successful completion of the training period and as per further business requirement.

Enclosed is the copy of policy document as **Annexure "B"**, along with the confidentiality agreement. We request that you review and become familiar with the content of these documents. As a condition of your employment with Transerve Technologies, you are required to sign these documents. If you agree with the terms, please sign and return a copy of this letter agreement along with the above-mentioned documents to Yashu Sharma in the **Human Resources Department via email at hr@transerve.com** within 7 days, else the offer shall be revoked and considered null and void.

It is a pleasure to make you this offer to join our Transerve team.

Sincerely,

Yashu Sharma
Manager-Human Resources-BP

I, Suyog S. Mishal accept the above on the stated terms effective [13/11] 2019.

13/11/2019

Date

Signature
Transerve Technologies Pvt. Ltd.

111,112, & 114, 1st floor, Gera Grand
EDC Patto Plaza, Panaji, Goa-403001
Phone: 0832-2979765
Email: info@transerve.com
Web: www.transerve.com
CIN: U72300GA2009PTC007713
GSTIN: 30AADCT3435C1Z0



Fwd: Campus Drive

1 message

Anil Yedage <asy002@chowgules.ac.in>
To: Sachin Kakodkar <sbk001@chowgules.ac.in>

Sat, May 29, 2021 8:56 AM

----- Forwarded message -----

From: **Dr. Anil S Yedage** <anilyedage@gmail.com>
Date: Sat, May 29, 2021, 10:56 AM
Subject: Fwd: Campus Drive
To: Anil Yedage <asy002@chowgules.ac.in>

----- Forwarded message -----

From: **Rahid Sajeel** <rahid.sajeel@ceinsys.com>
Date: Fri, Sep 27, 2019, 11:10 AM
Subject: RE: Campus Drive
To: Dr. Anil S Yedage <anilyedage@gmail.com>

From: Rahid Sajeel [mailto:rahid.sajeel@ceinsys.com]
Sent: 25 September 2019 19:40
To: 'Dr. Anil S Yedage' <anilyedage@gmail.com>
Cc: ashton.lawrie@ceinsys.com; majid.jafri@ceinsys.com
Subject: RE: Campus Drive

Dear Dr Anil,

Please find attached appt letter, kindly confirm the joinings of below mention 5 candidates.

Sr No	Name	Joining Date	Joining Address	Contact Person
1	Rahul Tarange	03.10.2019	Ceinsys Tech Ltd 10/5, IT Park, Nagpur – 440022, Maharashtra, India	Mr Rahid Sajeel-9168878684
2	Sandesh Karake			
3	Bajarang Shirole			
4	Ramchandra Dubal			
5	Santosh Aiwale			

Thanks & Regards

Rahid Sajeel

Sr.Executive - HR

Desk: +91 712 3014 304

www.ceinsys.com

 Description: Description: Description: Final Ceinsys Logo_Set 3

10/5, IT Park, Nagpur – 440022, Maharashtra, India

Tel: +91 712 3014000 | Fax: +91 712 2249605



www.anant.co.in

ANANT INFOMEDIA PVT. LTD.

Mr Akshay Deepak Dhargalkar
282, Dangui Colony
Near Childrens Park,
Duler Mapusa, Bardez
North Goa 403507

Subject: Appointment Letter

Dear Akshay Deepak Dhargalkar,

Upon reviewing your application and interviewing you in person, we are pleased to appoint you at the position of **Software Support Executive** with our Company. Your place of work will be at our office at Goa, Panaji and date of Joining will be **16th August 2021**.

You will receive a total compensation of [REDACTED] (CTC). This sum includes all the payments as per AIPL's policies and any statutory payments/benefits applicable as per laws in force.

Enclosed are your 'Terms and Conditions' of service. You are requested to confirm that these are acceptable to you by signing and returning the original copy.

If you have any questions or concerns regarding the enclosed Terms or anything related to your new position please do not hesitate to contact us as soon as possible to discuss them further.

Your appointment as an employee in our organization is subject to your medical fitness, verification of your educational certificates, background checks and satisfactory references.

Kindly carefully read and comply with the below mentioned 'Terms and Conditions' which apply to your employment with us. Looking forward to your association with Anant Infomedia Pvt. Ltd.





www.anant.co.in

ANANT INFOMEDIA PVT. LTD.

Ms Geetali Tukaram Aeer
H.No 181, Dangui Colony
Near Saibaba Temple,
Duler Mapusa, Bardez
North Goa 403507

Subject: Appointment Letter

Dear Geetali Tukaram Aeer,

Upon reviewing your application and interviewing you in person, we are pleased to appoint you at the position of **Software Support Executive** with our Company. Your place of work will be at our office at Goa, Panaji and date of Joining will be **16th August 2021**.

You will receive a total compensation of **Per Month (CTC)**. This sum includes all the payments as per AIPL's policies and any statutory payments/benefits applicable as per laws in force.

Enclosed are your 'Terms and Conditions' of service. You are requested to confirm that these are acceptable to you by signing and returning the original copy.

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www.anant.co.in

ANANT INFOMEDIA PVT. LTD.

Mr Akshay Deepak Dhargalkar
282, Dangui Colony
Near Childrens Park,
Duler Mapusa, Bardez
North Goa 403507

Subject: Appointment Letter

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Your appointment as an employee in our organization is subject to your medical fitness, verification of your educational certificates, background checks and satisfactory references.

Kindly carefully read and comply with the below mentioned '*Terms and Conditions*' which apply to your employment with us. Looking forward to your association with Anant Infomedia Pvt. Ltd.



Appointment Order

Dear Vandana Birbal Amerkar

We are pleased to appoint you as **Customer Care Team Leader** with effect from **4th September, 2020**.

1. Job Reporting & Duties

Your reporting & duties shall be based on your assignment which the company will designate from time to time. The Company may re-assign you to any other duties or assignments either within the same division or in any other group organization/ company from time to time.

2. Hours of Work

All employees shall work as per Company's standard working hours based on guidelines given from time to time, but not exceeding six days per week and not exceeding weekly work hours defined under local statutes.

3. Probation & Confirmation

Your employment is subject to a probationary period of 6 months from the starting date. You will be informed if your employment is confirmed by your direct supervisor before the expiration of the probationary period, provided that you meet the Company's performance standards during that time.

4. Transfers and Re-assignments

The Company may depute you for any assignments or change your duties, responsibilities or designation from time to time or assign your services to any associate company, division, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement.

5. Place of Work

Your initial place of posting will be in **Margao**. However, you may be posted/ transferred to any other place or offices of the Company or its affiliates, as the Company may, from time to time, deem necessary. By such posting, you will be governed by the terms and conditions of service applicable to the new assignment. Further, in the course of your employment, you may be required to undertake such travel as may reasonably be required in connection with the performance of your duties. As part of your work, the Company may request you to undertake business trips to other domestic or international locations from time to time and this letter acceptance will be a deemed confirmation that you shall have no objection to travel in accordance with the requirements of the Company.



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ANANT INFOMEDIA PVT. LTD.

Ms Geetali Tukaram Aeer
H.No 181, Dangui Colony
Near Saibaba Temple,
Duler Mapusa, Bardez
North Goa 403507

Subject: Appointment Letter

Dear Geetali Tukaram Aeer,

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You will receive a total compensation of **Per Month (CTC)**. This sum includes all the payments as per AIPL's policies and any statutory payments/benefits applicable as per laws in force.

Enclosed are your '*Terms and Conditions*' of service. You are requested to confirm that these are acceptable to you by signing and returning the original copy.

If you have any questions or concerns regarding the enclosed Terms or anything related to your new position please do not hesitate to contact us as soon as possible to discuss them further.

Your appointment as an employee in our organization is subject to your medical fitness, verification of your educational certificates, background checks and satisfactory references.

Kindly carefully read and comply with the below mentioned '*Terms and Conditions*' which apply to your employment with us. Looking forward to your association with Anant Infomedia Pvt. Ltd.



December 27, 2021

To,

Garry Roque Fernandes
Carxetta Velim
852
Margao, Goa
403723

Dear **Garry Roque**,

Further to your acceptance of Offer letter, we are pleased to extend this appointment letter to you. Set out below are the terms and conditions of your employment with **COMMScope INDIA PRIVATE LIMITED** (hereinafter referred to as the "**Company**", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its subsidiaries, parents, successors and assigns). You will report directly to **Mr. Robin Maniam** or to any other person as assigned by the company from time to time.

Date of joining	:	December 27, 2021
Title	:	Application Developer, BI
Job grade	:	7
Department	:	IT Center
Job location	:	Goa

A. Probation Period

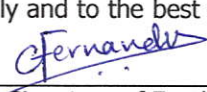
1. You will initially be employed for a probationary period of 6 months and if found satisfactory your employment will be confirmed in writing.
2. Your performance will be reviewed periodically during your probation and if the same is found to be unsatisfactory, your services will be terminated without any notice and, in such an event, you shall have no right to claim any sum by way of compensation, damages or otherwise in respect of such termination.
3. The contract of employment is terminable without any notice from either side and neither party is bound to give any reason thereof.
4. Your appointment will be subject to you submitting the required documents from the attached annexure II. The documents submitted by you at the time of joining shall not be altered for whatever reasons.

B. Duties and Responsibilities

5. You will be required to carry out the duties as assigned to you.
6. Your duties will be those determined by the Company, and you will devote the whole of your time, attention and ability to the requirements of the Company during the normal work hours.
7. You will undertake to carry out your duties diligently and faithfully and to the best of your ability and skill.



Director, HR APAC & India



Signature of Employee

8. In addition to the assignments given to you, you will also have to carry out any other job assigned to you depending upon the exigencies of work.
9. You shall endeavour to serve and promote the Company's interests and earn Management confidence by projecting a sense of responsibility in all assignments, maturity in your relationships and a high level of commitment to the organisation.
10. In the course of your work with the company, you shall abide and be governed by the Company rules, regulations, settlement, awards, etc. that may be in force from time to time and also those which may thereafter be framed from time to time and also shall conduct yourself in a manner befitting your position and company's regulations.
11. You shall abide by the assignments that will be given to you. During your employment with us, your behaviour should be exemplary, reflecting positive willingness for learning, hard work, punctuality and reliability in attendance and other attributes.
12. You will act within the organisation structure, policies and exercise discretion as maybe instructed by the Management from time to time.
13. You are expected to act in a responsible and professional manner when you use the internet, email and other company facilities. You shall not attempt to disrupt, degrade or interface with the normal operation of any technology, service, information or facility. Failure to adhere to the Company's email and internet policy will result in termination of employment without any notice or salary in lieu of notice.
14. Your appointment and its continuance is subject to your being found and remaining (physically and mentally) fit. You shall appear before the Company nominated medical officer as the case maybe for the purpose of medical examination and for health survey from time to time in accordance with the regulations of the company.

C. Hours of work


15. You will strictly abide by the working hours/schedule that will be informed to you by the Management. Your duty/responsibilities may require you to work in shifts.
16. Company reserves the right to call upon you as per the exigencies of work on various skills during and /or beyond the normal office timings.

D. Compensation

17. Your mutually agreed annual Base salary will be [REDACTED] per annum). This amount includes Company contribution to your provident fund. Please refer Annexure I for your salary break-up.
18. You shall bear your own taxation which shall be deducted from your salary and / or other statutory dues.
19. All the above payments will be made directly to your bank account before the seventh day of the next month.



Director, HR APAC & India



Signature of Employee

20. Salary will be reviewed annually at a date as decided by the company. Any increase awarded by the Company will be based on merit only.
21. Your annual increment shall depend on your performance of duties during the previous year and it shall not be taken for granted as a routine feature and / or matter of right. Your increment may be withheld in case the standard of work and or conduct is found sub-standard and accelerated if the same is found commendable. This will be at the sole discretion of the Management.

E. Leaves

22. You will be entitled to leave as per company policy from time to time.

F. Period of Service (with Ex-employers)

23. No period of employment with any previous employer counts as part of your service with the company.

G. Information Protection


24. You shall not either during the continuance of your employment hereunder or thereafter, use to the detriment or prejudice of the Company or, except in the proper course of your duties disclose, divulge or communicate in any manner directly or indirectly any confidential information of the Company, trade secrets, research processes, administrative and /or organization matters or know-how to any person, firm or corporation. Any leakage of information shall be treated as grave misconduct liable to be terminated from services forthwith. With a view to protect its business interest including intellectual property and assignment intellectual property, the Company expects you to sign a Confidentiality Agreement.

H. Separation

25. On confirmation either party may terminate the employment during the service period, or thereafter, by giving either party 60 days notice in writing. Either party failing to serve the notice period will have to pay salary in lieu of notice period to the other party. However due to exigencies of business the company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the company to that effect.
26. Company reserves the right to terminate your appointment forthwith, at any time, without notice or compensation in lieu thereof; if:
 - a. You are found guilty of breach of any of the conditions of your employment with us, inclusive of gross insubordination, insolence, neglect of duty and dishonesty.
 - b. Loss of confidence by the management shall be considered a valid ground to terminate your services without assigning any reason.
 - c. During the course of your employment, it is found that the data given by you in your Employment Application Form is incorrect.
 - d. During the course of your employment, you are found to be keeping indifferent health constantly.



Director, HR APAC & India



Signature of Employee

27. You shall retire from the company's services on you attaining the age of 60 years. The actual date of your retirement would be the last working day of the calendar month in which your 60th birthday falls.
28. Your absence from work and/or not reporting for 10 consecutive days without obtaining prior permission shall entitle the management to treat the absence as abandonment resulting in loss of services and wage.

I. Transfers

29. Your services can be transferred by the Company, as the Company may, from time to time, determine to any section / department / unit in any part of India or Overseas to any one of the parent company's departments, subsidiaries, joint ventures, associate sister companies etc. on account of exigencies of work as per the needs of the Company.

Such transfers will not afford you any right to ask for revision in your salary or other terms and conditions of your services. Should the Company transfer you pursuant to this section of the Agreement, you will be governed by the terms and conditions of services as applicable to the Company's category of employees in the new place.

J. General

30. You will make your own arrangements to report to work.
31. When going out of place of employment on duty, you shall be governed by the Travel policy of the company.
32. After joining the Company, you will be required to follow the relevant Company policies, rules and regulations contained in the Company's Employee Handbook/ share point.
33. You will communicate to us your mailing address for correspondence and any change therein in writing. Any communication sent to you at the address last communicated to us shall be deemed to be duly served on you.
34. You should be presentable at all times. You will comply to the proper standards of appearance and be in uniform while on duty as required. You will also be required to maintain proper hygiene standards
35. This Agreement shall be governed by and construed in accordance with the Indian Laws. In the event of any dispute under this Agreement, it shall be resolved through arbitration in accordance with the Arbitration and Conciliation Act, 1996.
36. You will not seek election to any legislature or local body without the previous specific permission of the employer in writing
37. The Company shall be at the liberty to introduce change/ or alter any rules and conditions as maybe considered expedient in effecting improvement of the Company.



Director, HR APAC & India



Signature of Employee

38. You are a full-time employee of this organization and you are not permitted to undertake any other assignment, work or employment, whether remunerative or otherwise, from any other employer nor are you permitted to be associated, whether remunerative or otherwise, directly or indirectly, with any outside agency/individual, providing services to the company and/or its customers.
39. You are required at all time to comply with the Company's Policies and Procedures, and Code of Ethics and Business Conduct, and other rules and instructions applicable from time to time.
40. You shall not at any time make any untrue statements in relation to the Company, and in particular shall not, after the termination of your employment hereunder, wrongfully represent yourself as being employed by or connected with the Company.
41. This Agreement shall not be assignable by either party, provided that upon any sale of the business by the Company, the Company may assign this Agreement to its successor who shall be bound by the terms and conditions contained herein. However, you, as an employee, shall have the option to terminate this Agreement on such assignment.

We hope you are able to accept this offer and become part of our exciting and challenging future in India. Should you agree to accept employment on the above terms and conditions, you may sign the agreement as token of your acceptance of services with the Company and return to us the duplicate duly signed on all pages.

Yours sincerely,

For **CommScope India Private Limited**



Ravi Rebello
Director, HR APAC & India

I understand the terms and conditions of this contract and agree to comply with them. I agree to maintain confidentiality of Commscope Processes, designs and Company information. I further declare that I have made myself thoroughly acquainted with the rules with which I undertake to strictly abide.

Name : Garry Fernandes Date of Joining : 27/12/21 Signature : cfernandes

EMPLOYEE CONFIDENTIALITY, INVENTION ASSIGNMENT, NON-SOLICITATION AND NON-COMPETE AGREEMENT

This Employee Confidentiality, Invention Assignment and Non-Solicitation Agreement ("**Agreement**") is entered into by and between the undersigned ("**Employee**") and the **Company**.

WHEREAS, Employee desires to work for and the Company desires to hire the Employee.

WHEREAS, Employee may, during the course of his or her employment with the Company, be given access to Confidential Information (as defined below); and

WHEREAS, it would be improper and inequitable for Employee to use Confidential Information for any purpose other than to benefit the Company or to disclose such Confidential Information to anyone outside of the Company, either during or subsequent to his or her employment with the Company, without the Company's approval; and

WHEREAS, Employee may alone or with others develop ideas, creations, inventions (patentable or not), improvements, discoveries, processes, products, devices or designs and works of authorship, whether copyrightable or not, including software and writings (hereinafter collectively referred to as "Inventions") during his or her employment and arising from or related to his or her employment; and

WHEREAS, both Employee and the Company agree that such Inventions are the sole property of the Company; and

WHEREAS, the Company has already invested and will continue to invest substantial time and money in developing the resources and environment for Employee to perform his or her job on behalf of the Company and has developed a base of customers or potential customers that Employee may be exposed to or introduced to by the Company solely for the benefit of the Company and the development, promotion and sale of the Company's products and services; and

WHEREAS, both Employee and the Company agree that Employee's use of Confidential Information is only for the benefit of the Company and that the Company's willingness to spend the time and money to train Employee, to expose Employee to its business and to its Confidential Information and to introduce Employee to its customers or potential customers is based on the assurances provided herein that Employee will refrain from soliciting either the employees or customers of the Company for a reasonable period of time at the end of his or her employment relationship with the Company.

NOW, THEREFORE, both Employee and the Company mutually agree as follows:

1. **Confidentiality.** As part of Employee's employment, the Employee may be provided, become aware of or develop information that is proprietary and/or confidential, including, but not limited to: customer and potential customer information; sales, marketing and business plans; research and techniques; bid information; information on customer and potential customer buying habits and preferences; pricing, profit and cost information; customer and potential customer specifications; supplier information; Inventions (as defined above); and information about product design, research, development and capabilities. Some of this information is highly secret, is not generally known outside of the Company, is valuable because of its secrecy and constitutes trade secrets under applicable law. The types of information identified in this paragraph belong to the Company and are referred to in this Agreement as "Confidential Information." Confidential Information may take the form of documents, be stored or transmitted electronically or exist in spoken words only.



Employee's Signature

GARRY FERNANDES

Employee's Name (Print)

Director, HR APAC & India

27/12/21

ID/Passport

Date of Joining

A. Both during Employee's employment relationship with the Company and thereafter, Employee will hold in strictest confidence and will not use or disclose to anyone any Confidential Information, including any such Confidential Information developed by Employee, except as such disclosure or use may reasonably be required in connection with Employee's work for the Company, or to a Company Officer, or to a third party if approved in writing prior to such use or disclosure by an authorized Officer of the Company.

B. Employee agrees to return to the Company at the end of his or her employment relationship with the Company, all Company property in his or her possession, custody or control, including, but not limited to, all Confidential Information that exists in tangible or electronic form. Employee also agrees that upon the end of his or her employment relationship with the Company or in anticipation of or subsequent to such separation, he or she will not delete, move offsite or destroy any Company property, regardless of form without the express consent of the Company.

C. Employee shall return any Company-provided computer to the Company without deleting any information or programs thereon, otherwise disabling any operating system or corrupting or otherwise affecting the operation of, or the Company's ability to retrieve information from, the computer.


D. Upon request by the Company, Employee shall promptly provide to, and hereby agrees to allow the Company to inspect, his or her personal computer(s), hard drive(s) and/or other electronic storage medium or equipment upon which he or she has stored or transmitted Confidential Information in order to confirm that all Confidential Information has been removed or electronically destroyed. In the event that all of the Confidential Information has not been destroyed, Employee agrees that the Company is authorized to erase, destroy or remove such Confidential Information, or retain possession of the personal computer(s), electronic storage medium or equipment (other than the Employee's personal files and programs) and provide Employee with a substitutes of substantially the same value, without further payment or authorization and regardless of where the computer(s), electronic storage medium or equipment is located.

E. Employee agrees that he or she will not use or disclose to Company, its employees, agent or subcontractors any trade secret or confidential information of any third party, including any former employer, during his or her employment with the Company that he or she does not have the legal right to disclose. In case of doubt with respect to his or her obligations towards a prior employer, Employee shall consult with the Company. Employee undertakes to disclose any such prior obligations; the Employee may have towards prior employer to the Company.

F. The obligations set forth in this Paragraph shall be without time or geographic limitation and shall survive and be enforceable after Employee's employment relationship with the Company ends so long as the information in question continues to be Confidential Information. Confidential Information will no longer be considered confidential after a date on which the Employee can substantiate, as established by independent documentary proof, that the subject information: (a) has become publicly known through no wrongful act of the Employee, or (b) is approved for release or disclosure by prior written authorization of an authorized Officer of the Company. In the alternative, and only in the event a court of competent jurisdiction determines that this provision must contain a time limitation in order to be enforceable, the applicable time limitation shall be four (4) years from the Employee's last day of employment with the Company.



Director, HR APAC & India

	GARRY FERNANDES		27/12/21
Employee's Signature	Employee's Name (Print)	ID/Passport	Date of Joining

2. **Inventions.** Employee agrees to grant, and hereby does grant and assign to the Company, in perpetuity and for the whole of the world, all rights and title to all Inventions (including, but not limited to all rights and title to any patent, patent application, copyright or copyright application related thereto) made or conceived by Employee during his or her employment with the Company, and during the twelve-month period thereafter to the extent they relate to research and development carried on by the Company during Employee's employment. All such Inventions, including Inventions conceived after the execution date of this Agreement, are hereby assigned to the Company in perpetuity and for the whole of the world, and are the sole and exclusive property of the Company. Employee agrees that, notwithstanding the provisions of any law for the time being in force, including Indian Copyright Act, 1957, the assignment hereinabove shall not lapse in any circumstances, including on the failure of the Company to exercise the rights under the assignment for any period whatsoever. This provision does not apply to any inventions made by Employee for which no Confidential Information or equipment, supplies, facility or other information of the Company was used and which was developed entirely on Employee's own time unless: (i) the Invention relates to the business of the Company or to the Company's actual or demonstrably anticipated research or development; or (ii) the Invention results from or relates to any work performed by Employee for the Company.

A. Employee will promptly identify in writing to the Company all Inventions, whether or not patentable or copyrightable, made or conceived by Employee, either alone or with others, during his or her employment with the Company, and during the twelve-month period thereafter.

B. Employee will maintain complete records of all his or her creative or inventive activities and will deliver such records, including, but not limited to, manuals, drawings, software, notes, notebooks, photographs, emails and other documents, and all copies thereof, to the Company at the end of his or her employment relationship with the Company or as requested by the Company.

C. Employee will assist the Company in every reasonable way (at the Company's expense) without further consideration or payment to Employee, both during Employee's employment and thereafter, to obtain and enforce the Company's rights to the Inventions in the United States and in any other country. Employee will, at the Company's request, both during Employee's employment and thereafter, execute all assignments of rights and other documents appropriate or necessary to ensure and perfect the Company's rights in such Inventions and to obtain patents, copyrights and any other form of legal protection.

D. Employee warrants that the attached Exhibit A is a complete description of all Inventions excluded from this Agreement that Employee made prior to his or her employment by the Company.

3. **Non-Solicitation.** Employee agrees that during his or her employment by the Company and for a period of one (1) year subsequent to the end of his or her employment relationship with the Company, regardless of reason for termination or separation or who initiates the ending of such employment relationship, Employee will not, without the prior written consent of the Company, either directly or indirectly:

A. contact, solicit, divert, attempt to solicit, attempt to contact or attempt to divert business from any Customer for or on behalf of a Competitor (as defined below);

B. solicit, divert, attempt to solicit or attempt to divert the employment of any other individual who is or has been an employee of the Company at any time within a period of twelve (12) months prior to the date of the end of his or her employment relationship with the Company;

C. For the purposes of this Paragraph 3, "Competitor" shall mean any person, business or other entity that: (i) provides services or products that do or can compete with or displace any service or products sold or being developed for sale by the Company during Employee's employment with the Company; or (ii) engages in any other business activities so similar in nature or purpose to those of the Company that they may or do displace business opportunities or customers of the Company; and

G. Fernandez

GARRY FERNANDES

Director, HR APAC & India

27/12/21

Employee's Signature

Employee's Name (Print)

ID/Passport

Date of Joining

D. For the purposes of this Paragraph 3, "Customer" shall be limited to any customer of the Company that Employee personally solicited, serviced, had management responsibilities for, or had substantive contact with on behalf of the Company during the last twelve (12) months of his or her employment with the Company.

E. Employee further agrees that upon termination of employment with CommScope, he or she will immediately inform CommScope of the identity of his or her new employer (or the nature of self-employment) and of his or her new title and job responsibilities, and hereby authorize CommScope to provide a copy of this Agreement to any new employer. Further the employee will provide such information as CommScope may request to determine his or her compliance with the terms of this Agreement.

F. Employee warrants that he or she is under no obligation to any former employer or third party that is in any way inconsistent with this Agreement or that imposes any restrictions on any work activities with the Company, except as described in the attached Exhibit B.

4. Non-Compete. Employee further agrees that he or she will not without the prior written consent of CommScope, both during and for a period of one (1) year after termination for any reason of their employment with CommScope, on behalf of any competitor, client, prospective client (or their Representative or Related Body Corporates) of CommScope within India or such other countries where he or she has substantially performed their duties during the course of their employment:

A. Render any services directly or indirectly, or through interposed entities, or as sole proprietor, owner, employer, partner, principal, investor, joint venture, shareholder, employee, member, consultant, independent contractor or otherwise relating to strategic planning, research and development, manufacturing, marketing, or selling with respect to any product, process, material or service which resembles, competes with, or is the same as a product, process, material or service of CommScope, about which he or she has gained any proprietary or confidential information or on which he or she has worked during the three (3) years prior to the termination of their employment, or

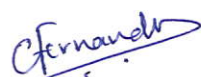
B. Render information about any customer of CommScope about whom he or she has gained any proprietary or confidential knowledge or with whom he or she has worked during the three (3) years prior to the termination of their employment.

C. For the purposes of this Paragraph 4, "Competitor" shall mean any person, business or other entity that: (i) provides services or products that do or can compete with or displace any service or products sold or being developed for sale by the Company during Employee's employment with the Company; or (ii) engages in any other business activities so similar in nature or purpose to those of the Company that they may or do displace business opportunities or customers of the Company.

5. General.

A. Employee has read this Agreement and understands the obligations and restrictions it contains.

B. Employee is being given employment in consideration for accepting and binding himself or herself to this Agreement. Employee's acceptance of this Agreement is crucial to the Company, and the Company would not employ Employee or expose Employee to Confidential Information if he or she did not sign this Agreement.



Employee's Signature

GARRY FERNANDES

Employee's Name (Print)



Director, HR APAC & India

27/12/21

Date of Joining

C. In the event of a breach or a threatened breach of this Agreement by Employee, Employee acknowledges that the Company will suffer irreparable injury and monetary damages alone would not be sufficient or adequate to protect the Company's interests under this Agreement and that the Company shall be entitled, in addition to any other remedies otherwise available at law or in equity, to temporary restraining orders, preliminary injunctions and/or final injunctions enjoining such breach or threatened breach. In the event the Company shall successfully enforce any part of this Agreement through legal proceedings, Employee agrees to pay the Company all costs and attorneys' fees reasonably incurred by the Company in connection therewith.

D. The covenants in this Agreement shall be construed as covenants independent of one another and as obligations distinct from any other contract between Employee and the Company. Any claim that Employee may have against the Company shall not constitute a defence to enforcement by the Company of this Agreement. The parties to this Agreement expressly acknowledge that the provisions, or portions thereof, of this Agreement shall be deemed severable and the invalidity of or unenforceability of any provision, or portion thereof, shall not affect the validity or enforceability of the other provisions hereof. If any provision, or portion thereof, of this Agreement is found unenforceable for any reason, it is the express intent of the parties that such provision, or portion thereof, shall be appropriately limited and given effect to the greatest extent that it may be enforceable in the discretion of the court or, in the alternative, such provision shall be severed in its entirety, if a court of competent jurisdiction determines a lesser limitation than what is stated is not appropriate.

E. Except as set forth in paragraph 5D, no provision of this Agreement may be modified, waived or discharged by the parties unless such modification, waiver or discharge is agreed to in writing, and signed by Employee and by an authorized representative of the Company or by the respective parties' legal representatives and/or successors.

F. Employee acknowledges that his or her obligations under this Agreement are in addition to any and all obligations concerning the same subject matter arising under applicable law including, without limitation, common law relating to fiduciary duties and common law and statutory law relating to trade secrets.

G. Neither this Agreement nor any benefits hereunder are assignable by Employee, but the terms and provisions hereof are assignable by the Company without Employee's consent.

H. The substantive laws of India shall govern this Agreement.

I. Employee consents to the exclusive jurisdiction of courts in Goa or Bangalore based on registration of CommScope entity as the case may be to hear and resolve disputes arising under this Agreement.

J. This Agreement is not a contract of employment for any duration and nothing herein changes or affects in any way Employee's relationship with the Company.

K. This Agreement constitutes the entire agreement between the Company and Employee with respect to the subject matter herein and no course of dealing or usage of trade shall be invoked to modify the terms and conditions of this Agreement. The terms and conditions contained in this Agreement supersede all prior oral or written understandings between the parties. There are no understandings or representations, express or implied, not expressly set forth in this Agreement.

G. Fernandes

Employee's Signature

GARY FERNANDES

Employee's Name (Print)

[Signature]

Director, HR APAC & India

27/12/21

ID/Passport

Date of Joining

ANNEXURE I

Compensation and Benefits Sheet of Garry Roque Fernandes

	INR	Comments
Basic salary	██████████	Monthly emoluments
Special Pay	NA	
Sub Total (A)	██████████0	
ALLOWANCES / RETIRAL BENEFITS		
House Rent Allowance	██████████0	
Leave Travel Concession (LTC)	██████████5	
Children Education Allowance	██████████0	
Professional Compensation Allowance #	██████████5	
Company contribution to PF	██████████00	
Sub Total (B)	██████████0	
CommScope Mthly base salary (C=A+B)	██████████0	
CommScope Annual base salary (C x 12)	██████████0	
Other Annual Benefits *		
Incentive	██████████0	Annual Incentive Plan
Gratuity	██████████	As per the Payment of Gratuity Act
Sub Total (D)	██████████	
Approx. Total Compensation & Benefits per annum (C x 12) + D	██████████7	

#Professional compensation Allowance can be restructured within 1st week of joining only.

*Other Benefits would also include premiums for personal accident, term life and group health insurance.

*Subsidized food and transport may also be applicable in some locations.

*Benefits (except Gratuity) are based on Company policy which are subject to change from time to time.


Director, HR APAC & India


Signature of Employee

ANNEXURE II

Kindly submit the below mentioned documents to the Human Resource Department
(One set of self-attested photocopies)

Sr. No.	Documents	Remarks
1	Resignation acceptance letter from last company	
2	All Academic Certificates (SSC onwards) marksheets + passing certificates	
3	Professional Certificates (if any)	
4	Appointment Letter of Last company	
5	Relieving OR Service letter of last company	
6	Pay slips of last Company (last 3 months)	
7	Experience Certificates of all previous Companies	
8	2 Passport size photographs	
9	Passport / Election card/ electricity bill	
10	PAN Card	
11	Aadhar Card	
12	Driving License (Optional)	
13	Form 16 of previous employer (Optional)	
14	Provident Fund Code of last company	
15	Application Form	Will be given by Co.
16	BGV Form	Will be given by Co.
17	PF - Transfer (Form 13)	Will be given by Co.
18	PF Nomination Form - Form 2	Will be given by Co.
19	ESI form (If applicable)	Will be given by Co.
20	Gratuity Form - Form F	Will be given by Co.
21	Group Medical Insurance Form	Will be given by Co.
22	Superannuation Form (Optional)	Will be given by Co.
23	Medical Test details	Will be given by Co.
24	Code of Conduct, Data protection and IT Policy	Will be given by Co. on DOJ

GARRY FERNANDES

(Name of employee)

C. Fernandes

(Signature of Employee)

03rd January, 2022

EMPLOYMENT CONTRACT

Dear Akshada G.Naik,

We are pleased to offer you a fixed term contract position at Invicta eSolutions Pvt. Ltd. in the role of **Customer Service Representative**.

Terms and Conditions of the contract as below:

Tenure :

This fixed term contract will be of **one month; starting on 1st January, 2022 and ending on 31st January, 2022**. Your performance will be reviewed and the contract will be renewed every month on the basis of further requirement from the client.

Timing :

Your shift timing will be from 8 am to 5 pm or 9 am to 6 pm or otherwise as mandated by your reporting Manager.
You will work 6 days a week with one hour break which includes 30 minutes lunch break and 15 minutes evening and morning tea break each.

Leaves / Public Holidays :

You will not be entitled for any paid leaves and public holidays but you will be entitled to 1 rotating off each week

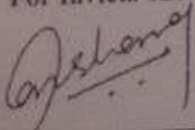
Remuneration :

We are pleased to offer you a **consolidated pay of Rs.10,000/- only** for the contract. Salary will be paid only on the completion of the month's contract. You will not be entitled for compensation if you leave during the term of the contract.

Confidentiality :

We ask that you adhere to our security, confidentiality and equal opportunity. Do not disclose confidential information to anyone outside of our company. Do not replicate confidential documents and files and store them on insecure devices.

Yours Sincerely
For Invicta eSolutions Pvt. Ltd.



Darshan Goradia
Director



Akshada G. Naik
Candidate's Signature and Name
Date: 6/01/2022

COMMScope®



GARRY FERNANDES



ATGI

41019256



Invicta eSolutions Pvt Ltd,
2nd Floor, Montezinha Building,
Noronha Dias Business Complex,
Old Market, Margao Goa 403601.

03rd January, 2022

EMPLOYMENT CONTRACT

Dear Akshada G.Naik,

We are pleased to offer you a fixed term contract position at **Invicta eSolutions Pvt. Ltd.** in the role of **Customer Service Representative.**

Terms and Conditions of the contract as below:

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This fixed term contract will be of **one month; starting on 1st January, 2022 and ending on 31st January, 2022.** Your performance will be reviewed and the contract will be renewed every month on the basis of further requirement from the client.

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Confidentiality :

We ask that you adhere to our security, confidentiality and equal opportunity. Do not disclose confidential information to anyone outside of our company. Do not replicate confidential documents and files and store them on insecure devices.

Yours Sincerely
For Invicta eSolutions Pvt. Ltd.

Darshan Goradia
Director

Akshada G. Naik
Candidate's Signature and Name
Date: 6/01/2022

 **Spintly**



AKSHAY CHATIM

Product Validation Engineer



9765940461



akshay.c@mrinq.com



www.spintly.com

June 22, 2021

Swella Gomindes

H. No.108, Sirlim Dandvaddo,

Margao, Salcete-Goa

Sub: Offer and Appointment letter

Dear Swella,

We are pleased to inform you that you are hereby appointed as **“Junior Software Developer”** with Creative Capsule Infotech herein, referred to as “Company”, as per the terms and conditions discussed and agreed upon below:

1. Job Responsibilities:

In this position, you will have the following responsibilities:

- a. Integrate user-facing elements developed by front-end developers with server-side logic
- b. Write reusable, testable and efficient code
- c. Design and implementation of low-latency, high-availability and performant applications
- d. Integrate data storage solutions including databases, key-value stores, blob stores etc.
- e. Keep clear and descriptive code comments; understand project documentation and keep project files (naming convention and structure) well organized. Contribute to technical documentation and deployment guides
- f. Perform testing and work with QA on ensuring that application meets relevant QA standards by taking ownership to devise a plan for minimizing errors and bugs

2. Employment Start Date:

Your employment will be effective starting from July 5, 2021 and you will be based at our office at Verna Industrial Estate, Verna Goa.

3. Documents to be Submitted:

You are requested to submit the original copies of following documents at the time of your joining. We will scan and give them back:

- a. Educational certificates – final degree
- b. Relieving letter from your last company
- c. Experience letter from your last company
- d. Pan card
- e. Aadhaar card
- f. Birth certificate
- g. Proof of EPF membership (if applicable)
- h. ESI card (if applicable)
- i. 1 passport size photo

4. Salary and Allowances:

Your annual gross salary will be INR 2,79,977 (Rupees Two Lakh Seventy-nine Thousand Nine Hundred and Seventy-seven) as per the attached annexure, subject to Income tax deductible at source. You are expected to keep your salary package strictly confidential and not to share salary information with staff members or 3rd parties not related to you.

5. Tax Deducted at Source:

The Company is obliged to deduct Income Tax at source per provision of Income Tax Act/Rules. You are required to submit all necessary proof of permitted savings/investments and other details periodically to enable the Company to comply with the law.

In the event of non-compliance by you, if the Company is required to pay any interest or fee under the Income Tax Act, the Company will deduct the fee amount from your salary, and you will allow the Company to comply with these requirements without objection.

6. Probation and Confirmation:

a. Your probationary period will be 6 months.

b. Confirmation:

- i. On successful completion of the probationary period, your permanent employment will be confirmed in writing after a performance review meeting.
- ii. After you receive your confirmation, you will have to remain employed for 6 months to be eligible for the performance review cycle.
- iii. If your performance is not satisfactory during the probationary period, the said period of probation may be extended to up to 3 months and may include a performance improvement plan. On further unsatisfactory performance in the extended probationary period, the services may be terminated on the grounds of unsatisfactory performance.

c. Notice Period during Probation:

During the probationary period, the Company requires a 15-day notice of resignation from employee.

7. Background verification checks:

- i. To ensure that individuals who join the Company are well qualified and to ensure that the Company maintains a safe and productive work environment, it is our policy to conduct pre-employment background checks on all applicants who accept an offer of employment. Background checks may include verification of any information on the applicant's resume or documents submitted. All offers of employment are contingent on favourable receipt of a background check report that is acceptable to the Company. Reports are kept confidential and are only viewed by individuals involved in the hiring process.
- ii. Additional checks such as a driving record or credit report may be conducted for applicants in specific job categories, if appropriate and job-related.

- iii. If information obtained in a background check is not encouraging, this will be brought to the notice of the candidate. The candidate's behaviour, in respect to feedback obtained, will be observed during the probationary period. If the Company does not find the behaviour acceptable, it may take disciplinary action, including termination of employment.

8. Increments and Promotion:

Your future increments or promotion shall be on an annual basis based on merit considering your consistent overall performance, business conditions, and other parameters.

Promotions and increments will be made at the discretion of management and shall not be considered a right or privilege. Performance reviews shall be conducted at least once a year.

9. Transfer:

The Company has a right to transfer your services within the Company to serve its needs. On such transfers, the responsibilities of your current position shall be comparable to a transfer position, if such is available.

10. Dual Employment:

During the tenure of your services, you will focus on the work assigned to you by the Company and will not undertake any other employment on a full or part-time basis without prior permission of the Company in writing. Any violation of this condition will result in your termination from the Company.

11. Abide by Policies and Practice:

As an employee of the Company, you should avoid actual or apparent conflicts of interest, including without limitation, any personal interest outside the Company, which could be placed ahead of your obligations to the Company. You also agree to abide by all existing and future laws of India, laws of any other country which may be applicable in discharge of your duties and functions for the Company and the Company's own internal rules and regulations and policies and practices, as introduced and amended from time to time.

12. Learning and Development:

You may be selected and sponsored by the Company for training assignments with our technical collaborators or any other institutions/organizations in India and/or abroad. You shall diligently take part in training and such assignments. If the cost of training and related expenses are borne by the Company and you voluntarily terminate your relationship with the Company, you may be responsible to pay the Company back for all training and related expenses. Paying the Company for training expenses will be determined by the number of years you agree to stay with the company when you agreed to take the training.

13. Confidentiality:

All intellectual property rights shall be the exclusive property of the Company. You shall observe utmost confidentiality of any and all information received by you or entrusted to you in the course of your employment in accordance with the Company Non-Disclosure Agreement.

a. Access to Information:

Information is available on a need-to-know basis for specific groups and the file server of the Company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit managers. You are to report any unauthorized access to Company management.

b. Restriction on Personal Use:

Use of Company resources for personal use is not allowed. This includes usage of computer resources, information, internet service, and Company working time for any personal use.

14. Code of Conduct:

Your services and conduct will be governed by the rules and regulations of the Company/Code of Conduct that the Company may amend from time to time.

15. Benefits:

a. Provident Fund, Gratuity, Bonuses and Profit Sharing

You will be eligible to participate in any and all associate benefit programs offered to full time associates by the Company. These include Provident Fund, Gratuity, bonuses and profit sharing. Our profit-sharing plan and bonuses are discretionary and are based on the yearly financial success of the Company and your individual performance (prorated based on hire date for your first year).

b. Annual leave, time-off and holidays:

You will be eligible to Sick Leave (SL) during your probation period. This leave will be allotted on prorated basis from your joining date. Upon confirmation, you will be eligible for other types of leave as per the Company leave policy.

c. Flexi working hours

We provide flexible work hours, so that you can adapt your schedule to suit your family needs.

16. Personal Information:

You will notify management in writing of any change to your address within a week after the address change. The Company will not be responsible for paperwork sent to a previous address if the change of address has not been communicated to the Company.

17. Retirement Clause:

You will be superannuated and retire from the services of the Company once you reach 60 years of age.

18. Notice Period:

- a. In case you decide to leave the company, you shall notify the company in writing.
- b. You must provide a 2 months' notice to transfer or complete ongoing assignments or to train a replacement.
- c. The date of release will be mutually decided with the consent of the reporting supervisor and management and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 2-month period. In such a case, the total notice period may be longer but will not exceed 3 months.

19. Termination Clause:

The company has the right to terminate your services at any time during probationary period or after confirmation of employment has been provided, in case your performance is found unsatisfactory including but not limited to:

- a. Unauthorized absence or absence without permission from duty for a continuous period of 3 days would make you lose your right to employment. In such cases, your employment shall automatically come to an end without any notice of termination or notice pay.
- b. You do not return to work on the date your leave expires, and you do not request an extension, we will assume that you do not intend to re-join the Company and will consider you to have resigned from your employment.
- c. You violated the Company's code of conduct, company policies and procedures.
- d. If it is found that information you furnished in the application form, at the time of the interview or during employment with Company is false.
- e. In case you have violated any laws involving criminal prosecution, or of moral turpitude; or if management loses confidence, faith, and trust in you.

Sincerely,



Pragati Tilve
HR Manager, Creative Capsule Infotech India Pvt. Ltd.

Accepted by:

Full Name: Swella Gomindes

Date:

Offer Letter Annexure

Date: June 22, 2021
Name: Swella Gomindes
Designation: Jr Software Developer
Department: Development

ALLOWANCES	MONTHLY AMOUNT	ANNUAL AMOUNT
Earned Basic	10,500	1,26,000
House Rent Allowance	4,200	50,400
Conveyance Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Allowance	1,725	20,700
Telephone Allowance	1,035	12,420
Books & Periodicals	690	8,280
TOTAL GROSS (A)	21,000	2,52,000
DEDUCTIONS		
P.F	1,260	15,120
LWF	10	120
TOTAL DEDUCTIONS (B)	1,270	15,240
Net Salary (A) – (B)	19,730	2,36,760
OTHER BENEFITS		
P.F Employer Contribution	1,260	15,120
LWF Employer Contribution	30	360
Medical Insurance		5500
Statutory Bonus	583	6997
TOTAL BENEFITS	1,290	27,977
COST TO COMPANY (A) + (C)	23,331	2,79,977

1. ***PF – Company Contribution:** The Company's share of contribution will be 12% of Rs. 15,000
2. ***Statutory Bonus:** The statutory bonus is paid at the end of a financial year where the basic salary is less than or equal to Rs. 21,000. The monthly bonus is calculated at 8.33% of Rs. 7,000 or actual basic salary, whichever is less.
3. **Performance Linked Bonus:** The performance linked bonus will be based on employee and Company performance during the annual year. You will be eligible for a performance linked bonus based on the performance bonus guidelines. Payment of bonus is at Company's sole discretion.
4. **Medical Insurance:** On successful completion of the probationary period, you will be eligible for a medical insurance cover of INR 1,50,000 (Rupees One Lakh Fifty Thousand)
5. **Loyalty bonus:** We recognize your continued commitment toward your professional growth and to make the Company more successful or profitable. We reward this loyalty with a tenure-based loyalty bonus as per the Company's bonus guidelines.
6. **Gratuity:** Gratuity will be paid as per the payment of gratuity act.

Other convenience benefits:

- Transportation facilities are provided for staff benefit from Titan gate to the office in the morning and back to the Titan gate in the evening.
- If our staff has to extend their work hours to meet project deadlines or due to meetings and client calls, we provide a home-drop on approval based on our transportation policy.

If this offer is agreeable to you, please reply with your acceptance of the offer as soon as possible. The terms of this offer will be valid till June 24, 2021. Please feel free to call me with any questions.

Let me know in case you have any questions.

We look forward to your contribution to our team and for a long, successful, and mutually beneficial association!

20/10/2021

Anjali Sharma

H.NO 71, Haveli Curti

Ponda – Goa 403401

Subject: Appointment for the post of an Educational Counselor



Dear Ms Anjali,

In response to the interview conducted on 17th October 2021, we are pleased to inform you that you have been selected for the post of an Educational counselor in Arjuna's Institute.

Following are the terms and conditions of the organisation:

1. **Commencement of employment:** your employment will be effective as of 26th July 2021
2. **Job Title:** Educational Counselor
3. **Salary:** 1 lac per annum
4. **Place of posting:** you will be posted at Pune, Maharastra. You may however be required to conduct online sessions due to the current pandemic situation
5. **Hours of work:** the normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the organisation. The normal working hours are from 9am – 7pm.

We congratulate you on your appointment and assure you to get our full support for your professional growth and development.

Sincerely,

Mr. Durgesh Puranik

(Managing Director)

22/07/2021

Bethilda Lisa Andrade
H.NO 353/E-1, Figueabhat
Maina – Curtorim,
Salcete, Goa – 403709



Subject: Appointment for the post of an Educational Counselor

Dear Ms Bethilda,

In response to the interview conducted on 7th July 2021, we are pleased to inform you that you have been selected for the post of an Educational counselor in Arjuna's Institute.

Following are the terms and conditions of the organisation:

1. **Commencement of employment:** your employment will be effective as of 26th July 2021
2. **Job Title:** Educational Counselor
3. **Salary:** 1 lac per annum
4. **Place of posting:** you will be posted at Pune, Maharashtra. You may however be required to conduct online sessions due to the current pandemic situation
5. **Hours of work:** the normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the organisation. The normal working hours are from 9am – 7pm.

We congratulate you on your appointment and assure you to get our full support for your professional growth and development.

Sincerely,

Mr. Durgesh Puranik

(Managing Director)