



**Maharashtra Academy of Engineering and Educational
Research's**

**MIT Arts, Commerce and Science College,
Alandi (D) – 412 105.**

**Details of Experiential Learning of
“S.Y.M.Sc (Comp Sci)- Industrial Projects”**

2014-15

OFFER LETTER

Date: 1st Jan 2015.

To,
Mr. Dhananjay Mali
Pune.

Dear Mr. Dhananjay

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with LADDER TECHNOLOGIES, Chinchwad as Trainee Software Developer. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

We consider all our employees as Associates in constant endeavor to achieve and surpass our collective goals.

We are enclosing your offer letter in duplicate. Kindly sign the duplicate copy of your offer letter and return that to us at the earliest along with all your documents in original for verification.

You will be paid a no salary during probation period.

Following terms and condition that are agreed by both of us are follows:

1. All taxes (if any) on your income shall be payable by you.
2. You will be working with the organization for the period of twelve months.
You will join us latest by 10th Jan 2015.
3. You will be on probation for an initial period of six (6) months, which may be extended. You will not be eligible to the benefits, which are enjoyed by the permanent employees of the company during your probationary period.

Corporate Office

1st Floor, Gurudwara Chowk, Akurdi Railway Station Pune - 44

E-mail: admin@laddertechnologies.in | M 9527650007

4. Your selection is done considering you are physically fit, subject to your producing all the documentary evidence and certificates in original or your age and qualification as stated by you in the CV.
5. You will accept terms and conditions of employment and will support management decisions as and when required.
6. We are enclosing your offer letter in duplicate. Kindly sign the duplicate copy of your offer letter and return that to us at the earliest along with all your documents in original for verification.

Thanking You,

For LADDER TECHNOLOGIES, Chinchwad



I have read and understood the above terms and conditions and have voluntarily accepted the same

Dhananjay Mali

Mr. Dhananjay Mali

OFFER LETTER

Date: 20th Jan 2015.

To,
Mr. Dinesh Paradhi,
Pune.

Dear Mr. Dinesh,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with LADDER TECHNOLOGIES, Chinchwad as Trainee Software Developer. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

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You will join us latest by 20th Jan 2015.
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Thanking You;

For LADDER TECHNOLOGIES, Chinchwad

Director

I have read and understood the above terms and conditions and have voluntarily accepted the same

Mr. Dinesh Paradhi

OFFER LETTER

Date: 20th Jan 2015.

To,
Mr. Ganesh Pote,
Pune.

Dear Mr. Ganesh

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with LADDER TECHNOLOGIES, Chinchwad as Trainee Software Developer. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

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Thanking You,

For **LADDER TECHNOLOGIES, Chinchwad**



Director

I have read and understood the above terms and conditions and have voluntarily accepted the same

Mr. Ganesh Pote



MAVERICKS
IT SOLUTIONS PVT. LTD.

Miss. SWAPNA EKNATH ALHAT
Plot No:66, Flat No F11,
B.U. Bhandari Skyline,
Near Datta Mandir,
Dighi, Pune - 411015

Joining Date: 5th January, 2015

Dear Miss. Swapna Alhat

We are pleased to appoint you for Trainee Engineer in our organization.

The terms and conditions governing your training are as:

- Training duration :- 6 month
- After completion of training, Company with stands the authority for continuation of your role within the company.



Swapna Alhat
For Mavericks IT Solutions Pvt. Ltd.



FDS Infotech (P) Limited

82/85/11, 13th Lane, Prabhat Road, Erandwane, Pune 411 004. India

Tel.: 91-20-25663148 / 25670620, Fax : 25670618

Web Site : www.fdsinfotech.com

CIN No.: U72200PN2000PTC 014614



Date: February 6, 2015

To,

Prof. Chandrahas L. Bollabattin

Training & Placement

MIT College,

Alandi Branch,

Pune

Subject: Internship Program at FDS InfoTech Pvt. Ltd.

Dear Prof. Bollabattin,

We have the following MSC (Computer Science) student from your college who has joined us as intern from 5th of January 2015 and these are the details of the Internship Program:

- Name of the Student: Tejashree Amale
- Name of the Project: Mobile App for FDS InfoTech Pvt. Ltd.
- Duration: 6 Months (From 5th January to 30th June 2015)

Thanking you

Yours truly,

A handwritten signature in blue ink, appearing to read 'Anand M. Altekar', is written over a horizontal line.

Anand M. Altekar

(Project Manager)

OFFER LETTER

Date: 1st Jan 2015.

To,
Mr. Yogiraj Borkhade
Pune.

Dear Mr. Yogiraj ,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with LADDER TECHNOLOGIES, Chinchwad as Trainee Software Developer. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

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We are enclosing your offer letter in duplicate. Kindly sign the duplicate copy of your offer letter and return that to us at the earliest along with all your documents in original for verification.

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1. All taxes (if any) on your income shall be payable by you.
2. You will be working with the organization for the period of twelve months.

You will join us latest by 10th Jan 2015.

3. You will be on probation for an initial period of six (6) months, which may be extended. You will not be eligible to the benefits, which are enjoyed by the permanent employees of the company during your probationary period.

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1st Floor, Gurudwara Chowk, Akurdi Railway Station, Pune - 44.

Email: admin@laddertechnologies in M 9527650007

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5. You will accept terms and conditions of employment and will support management decisions as and when required.
6. We are enclosing your offer letter in duplicate. Kindly sign the duplicate copy of your offer letter and return that to us at the earliest along with all your documents in original for verification.

Thanking You,

For LADDER TECHNOLOGIES, Chinchwad



Director

I have read and understood the above terms and conditions and have voluntarily accepted the same

Y.S. Borkhade
Mr. Yogiraj Borkhade

13030



Connecting Logic ...

ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

Ref No: eis/Q-051418/123

To,

Date: 2 Jan 2015

Mr. Ganesh K. Bhandare

Pune

Dear Ganesh,

Sub: offer for the Position of Junior Java Developer

We are pleased to inform you, that you have been selected for the position of "**Junior Java Developer**". You will have to join on 5 Jan 2015. Your key responsibilities that we expect you to handle as a **Junior Java Developer** are:

You will be responsible for all the projects which are assigned to you. The skill set will be based on the projects you are working on which basically comprise of **Java development**. You need to adapt all those skills required for the project at various point in time during your employment. In case of urgency, you may be asked to support a team other than **Java Developer**.

ePersistence India Software follows the below mentioned policies and you are expected to abide by the same.

1. There will be 18 paid leaves during the year. This will not be applicable during the probation period.
2. The list of holidays will be provided, once you take up.
3. The probation period will be for 5 months. You will be confirmed after your performance appraisal.
4. In case of registration or termination, the period will be one month from each of the party.
5. You will have to ensure the smooth transition of hand over and will co-operate to the fullest. This is applicable during Probation period as well.
6. The remuneration for the position is INR 4,000(CTC) per month, i.e. 48,000/- per annum.



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ePERSISTENCE India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

List of Documents

The photo copies of documents required to be submitted at the time of joining:

1. Documents supporting educational qualification:
 - a. Xth Mark sheet
 - b. XIIth Mark sheet
 - c. Graduation or Equivalent Mark sheet
 - d. Post-Graduation or Equivalent Mark sheet
2. School Leaving Certificate / DOB Certificate.
3. ID Proof.
4. Address Proof.
5. Three ID Size photos.

We welcome you to the ePERSISTENCE India Software Family!

Best Regards,

For ePERSISTENCE India Software


Partner



12,2nd floor of Harmony House, Bhandarkar Institute Road, near yes Bank, Shivajinagar,
PUNE -411004 Mo.No: 9561257109 Email : support@epersistenceindia.com

Office no -08, Sonigara Park,
Dange Chowk, Pune,
www.globalsofttechnology.com
info@globalsofttechnology.com
shaiteshjagtap400@gmail.com
Mob-9579670950



Offer Letter

Globalsoft Technology Pune

Office no-08, Sonigara Park, Dange Chowk
Pune 411 033(MH)
India.
www.globalsofttechnology.com

Ref: CustDev-SD59-2015

Mrs. Tejshree Bhosale.

A/P: Flat No-030, RH-06, Sambhaji Nagar, Chinchwad, Pune 019.
MH, India.

Dear **Tejshree,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with Globalsoft Technology Pune. We take this opportunity to welcome you to Globalsoft Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **15th Jan 2015.**

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position.

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives. **If you are a trainee software developer then you will not get any salary during this probation period.**

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by Globalsoft Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice. Regardless of any secondment to any other Globalsoft Technology Pune entities or where you may be require to work overseas for any such Globalsoft Technology Pune entities for an extensive period ,you shall all at all-time remain employee of the company exclusively and shall not be entitled to any such foreign salary or benefits payable or applicable to employee of such other Globalsoft Technology Pune entities other than the salary and the benefits specified in this offer

letter or the salary benefits that may have been decided by Globalsoft Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so, either generally or in particular case.

Private information policy:

You will be bound by the Globalsoft Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

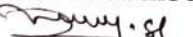
The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you Globalsoft Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For Globalsoft Technology Pune



Shailesh Jagtap
Human Resource Manager





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ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

Ref No: eis/Q-051418/ 135

Date: 2 Jan 2015

To,

Mr. Balaji S. Dange

Pune

Dear Balaji,

Sub: Offer for the Position of Junior .Net Developer

We are pleased to inform you, that you have been selected for the position of "**Junior .Net Developer**". You will have to join on 5 Jan 2015. Your key responsibilities that we expect you to handle as a **Junior .Net Developer** are:

You will be responsible for all the projects which are assigned to you. The skill set will be based on the projects you are working on which basically comprise of **.Net development**. You need to adapt all those skills required for the project at various point in time during your employment. In case of urgency, you may be asked to support a team other than **.Net Developer**.

ePersistence India Software follows the below mentioned policies and you are expected to abide by the same.

1. There will be 18 paid leaves during the year. This will not be applicable during the probation period.
2. The list of holidays will be provided, once you take up.
3. The probation period will be for 5 months. You will be confirmed after your performance appraisal.
4. In case of registration or termination, the period will be one month from each of the party.
5. You will have to ensure the smooth transition of hand over and will co-operate to the fullest. This is applicable during Probation period as well.
6. The remuneration for the position is INR 4,000(CTC) per month, i.e. 48,000/- per annum.



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ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

List of Documents

The photo copies of documents required to be submitted at the time of joining:

1. Documents supporting educational qualification:
 - a. Xth Mark sheet
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 - c. Graduation or Equivalent Mark sheet
 - d. Post-Graduation or Equivalent Mark sheet
2. School Leaving Certificate / DOB Certificate.
3. ID Proof.
4. Address Proof.
5. Three ID Size photos.

We welcome you to the ePersistence India Software Family!

Best Regards,

For ePersistence India Software


Partner



Plot No. : 17, Survey No. : 126,
Atharva Park, Walhekarwadi, Chinchwad
Pune- 411 033. (Maharashtra, India)

+91 9970878700
www.keyvariant.com
neha@keyvariant.com

13034
 **Key Variant
Solutions Pvt. Ltd.**

Letter of Appointment

January 5, 2015
Mr. Aniket Gade

SUBJECT: Your Appointment as Intern in Key Variant Solutions Pvt. Ltd.

We are pleased to offer you the position of **Intern**. This is your internal title which would be used for all internal Key Variant Solution communication and would reflect in our applications and databases.

Key Variant Solutions looks forward to your co-operation and contribution towards the progress of the company.

As a token of your acceptance of the above mentioned terms, please sign the duplicates of this letter by initial each page and return it to us.

Thank you,



Yours faithfully,
Neha Jaygude.

Plot No. : 17, Survey No. : 126,
Atharva Park, Walhekarwadi, Chinchwad
Pune- 411 033. (Maharashtra, India)

+91 9970878700
www.keyvariant.com
neha@keyvariant.com

17035
 **Key Variant
Solutions Pvt. Ltd.**

Letter of Appointment

January 5, 2015
Mr. Kumar Gaikwad

SUBJECT: Your Appointment as Intern in Key Variant Solutions Pvt. Ltd.

We are pleased to offer you the position of **Intern**. This is your internal title which would be used for all internal Key Variant Solution communication and would reflect in our applications and databases.

Key Variant Solutions looks forward to your co-operation and contribution towards the progress of the company.

As a token of your acceptance of the above mentioned terms, please sign the duplicates of this letter by initial each page and return it to us.

Thank you,



Yours faithfully,
Neha Jaygude.



Techno Triangle Infotech

Office :-Add. Chakrapni Vasahat Road, Shiv-Shankar Co-3,Bhosari Pune-411039

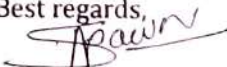
Date:- 22-Dec-14

Subject: Internship Letter for the post of Software trainee engineer.

Dear Ms. Priyanka Tanaji Gaikwad,

We are pleased to inform you that you have been selected to join our organization as **Software trainee engineer**. Your joining date will be 27-Dec-14. This is to clarify that as per our HR policy you will be on internship for a minimum of 6 months after which your performance will be evaluated. The status in the organization will be reviewed based on the evaluation done by your superiors.

The terms of employment have already been discussed between you and our HR department. We hope to have a long lasting professional relationship with you.

Best regards,

(Sameer Pawar)

Website:-www.technotriangle.co.in



ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

To,

Date: 30th Dec 2014

Ms.Sulbha K.Gaware.

Pune

Dear Sulbha,

Sub: offer for the Position of Junior .Net Developer

We are pleased to inform you, that you have been selected for the position of "**Junior .Net Developer**". You will have to join on **2th Jan 2015**. Your key responsibilities that we expect you to handle as a **Junior .Net Developer** are:

You will be responsible for all the projects which are assigned to you. The skill set will be based on the projects you are working on which basically comprise of **.Net development**. You need to adapt all those skills required for the project at various point in time during your employment. In case of urgency, you may be asked to support a team other than **.Net Developer**.

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6. The remuneration for the position is INR 4,000(CTC) per month, i.e. 48,000/- per annum.



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Best Regards,

For ePersistence India Software


Partner



13040

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+91 9970878700
www.keyvariant.com
neha@keyvariant.com

**Key Variant
Solutions Pvt. Ltd.**

Letter of Appointment

**January 5, 2015
Mr. Ajit Ghule**

SUBJECT: Your Appointment as Intern in Key Variant Solutions Pvt. Ltd.

We are pleased to offer you the position of **Intern**. This is your internal title which would be used for all internal Key Variant Solution communication and would reflect in our applications and databases.

Key Variant Solutions looks forward to your co-operation and contribution towards the progress of the company.

As a token of your acceptance of the above mentioned terms, please sign the duplicates of this letter by initial each page and return it to us.

Thank you,



Yours faithfully,
Neha Jaygude.

13041



FLOWIAN SOLUTIONS PRIVATE LIMITED

#6, Maurya Paradise, 40/2 Shailesh Society,
Karvenagar, Pune-411052, Maharashtra, India

Jan 13, 2015

Dear Komal Gogawale,

It was a pleasure interacting with you when you had visited Flowian office for face to face interview. We are pleased to appoint you as an Intern for six months with Flowian Solutions Private Limited (Flowian). After Six months of internship, depending on your performance, you will be considered for permanent employment with Flowian.

The terms and conditions and other details of internship are given below:

Place of Posting: Pune

Reporting Structure: In your current assignment, you will report into the Senior team member at Flowian.

Date of Joining : 15 Jan 2015

Date of Completion of Internship: Not beyond 15 Jun 2015

Compensation Details:

As an intern you will receive stipend of Rs 3600 per month. Your stipend will be inclusive of company allowances and statutory deductions, if any.

You will be required to sign an employment agreement accepting your adherence to company terms, policies and regulations when such an employment agreement is made available. You are required to hold the terms of this offer in confidence.

Should you have any further questions or clarifications, please get in touch with us. We would like to take this opportunity to welcome you on board and look forward to a mutually rewarding association.

Warm regards,

For Flowian Solutions Private Limited

Sunil Pandkar
Managing Director.

- b. Graduation Certificate / Mark lists
- c. Latest pay slip of your current employer, if applicable
- d. 4 Passport size photographs
- e. Identity Proof : (Passport / Driver's License / PAN Card / Voter ID Card / Aadhar Card)

For Flowian Solutions Private Limited



Sunil Pandkar,
Managing Director

APPOINTMENT TERMS AND CONDITIONS

1. **Performance Appraisal:** You are eligible for a half yearly performance appraisal which will be carried out at the end of your internship. Based on performance appraisal you will be considered for permanent employment thereafter. Salary as a permanent employee will be decided at that point of time based on your performance.
2. **Vacation:** You will be entitled to a vacation of 18 working days per calendar year. Leave Policy details will be provided to you at the time of joining.
3. **Public holidays and working hours:** You will observe the working hours and other public holidays as applicable at Flowian.
4. **Amendments:** All the above terms are as per our current policies and practices and may be amended from time-to-time. You will be informed of changes in the terms and conditions of service, if any.
5. **Probation Period:** Your internship period is probation period. If you get selected after internship for permanent employment then there will not be any probation period.
6. **Working Hours:** The normal working hours are 9:30 AM to 5:30 PM, Monday to Friday with a 30 minute lunch break. However, due to business exigencies employees may be required to work at different timings which may be prescribed by the manager from time to time.
7. **Notice of Termination:**
 - a. Termination of employment by either party shall be 60 days' notice in writing or payment in lieu of notice. Such notice may be offset against unused leave. Waiver of the notice period will be at the sole discretion of Flowian management.
 - b. If your actions constitute a serious breach of Flowian's standards of behavior, there may be a termination of your employment contract.
 - c. You are required to adhere to Flowian employment policies which will be provided to you at the time of joining. Any breach of conduct could result in termination of the employment contract.
8. **Verification:** This offer is based on the information provided by you in the company application form / resume /during the interview.
9. **Entitlement:** You are entitled to a laptop to fulfill your responsibilities at Flowian. The upkeep of the devices entrusted by the company will be your sole responsibility.

In case you opt to get your own laptop and not opt for the company provided laptop(as per BYOD policy), then the company will pay you a laptop allowance of INR 500/- per month.
10. **Compensation and Benefits:** All compensation and benefits are applicable after you have joined Flowian. The entitlements are subject to company policies/ procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements are subject to income tax provisions, which may be applicable including taxation on perquisite value.
11. **Exclusivity:** During the period of your internship, you will devote your full time to the work of the company. Further, you will not take up any employment, services, consultancy, advisory or assignment or any office, honorary or for consideration, in cash or kind or otherwise, without the prior permission of the company.
12. **Documents at the time of joining:** You are required to furnish the following documents at the time of joining:
 - a. SSLC / SSC / Class X Certificate

Annexure 1			
Name : Kamal Gogawale		Designation : Intern	
From: 15 Jan 2015 To: 15 Jun 2015			
Sl.No	Description	Monthly	Annual
1	Stipend	3600	For the Period of Internship.

For Flowian Solutions Private Limited



Sunil Pandkar,
Managing Director

5th January 2015

Miss. Poonam Jadhav
MCS 4th Semester
MIT ACSC, Alandi (D),
Pune.

Subject: Internship Training

Dear Candidate,

In reference to your application we would like to congratulate you on being selected for internship with **Neomorphic Systems Pvt Ltd** based at **Pune**. Your training is scheduled to start effective **5th Jan. 2015** for a period of 6 months. All of us at **Neomorphic Systems Pvt Ltd** are excited that you will be joining our team!

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

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

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

Yours sincerely,
for **Neomorphic Systems**



Mr. Mangesh Bankar
HR Manager



NEOMORPHIC SYSTEMS PVT. LTD.

Jai Ganesh Samrajya, B-Wing, Office No. 1, Near Cosmos Bank, Bhosari, Pune - 411 039.

Office Phone : 020-65107716, Mob.: +91 9922926410 / 9552500239 Email : info@neomorphicsystems.com Web : www.neomorphicsystems.com

5th January 2015

Miss. Priyanka Jadhav
MCS 4th Semester
MIT ACSC, Alandi (D),
Pune.

Subject: Internship Training

Dear Candidate,

In reference to your application we would like to congratulate you on being selected for internship with **Neomorphic Systems Pvt Ltd** based at **Pune**. Your training is scheduled to start effective **5th Jan. 2015** for a period of 6 months. All of us at **Neomorphic Systems Pvt Ltd** are excited that you will be joining our team!

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

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

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

Yours sincerely,
for **Neomorphic Systems**



Mr. Mangesh Bankar
HR Manager



NEOMORPHIC SYSTEMS PVT. LTD.

Jai Ganesh Samrajya, B-Wing, Office No. 1, Near Cosmos Bank, Bhosari, Pune - 411 039.

Office Phone : 020-65107716, Mob.: +91 9922926410 / 9552500239 Email : info@neomorphicsystems.com Web : www.neomorphicsystems.com

Date: 12th Jan 2015

Dear Shital Jadhav,

We are glad to appoint you as "Trainee Software Developer" in our organization from 12th Jan 2015. You are required to abide by the following terms and conditions:

1. During your training period you will not receive any kind of remuneration/compensation.
2. As a full-time employee/full time trainee, you will not undertake any other work, whether remunerated or not, including private practice, consulting, training, publishing articles, etc. without obtaining prior permission from a Director of the company.
3. During the continuance of your employment and thereafter, you will keep all such secrets or confidential information of any descriptions, acquired by you while in our service, concerning the business or affairs of the company or any of its clients or associates or branches, and will not divulge them to any person, firm or company, whomsoever, other than the Directors of the company or their authorized representatives. You will not discuss any future plans which are concrete or in formulation stage or in planning phase or in conceptual phase with anybody outside Agrobytes. You will not disclose above mentioned things for 36 months with competitor or any other company after discontinuation of your service with Agrobytes - If such situation arises, you need to get legal permission from Agrobytes otherwise Agrobytes will have rights to take legal action against you and concerned companies.
4. If you come across any medical emergency or accident on job – company will not be responsible – while working over work place and also outside (for company), safety is your responsibility. Company shall try to do best possible help in such conditions.

Yours sincerely,



Uday Kadam
Director,
Agrobytes IT Service Pvt. Ltd.

DECLARATION

I agree to the above terms and conditions of employment and append my signature to indicate acceptance of the offer and mentioned terms and conditions.

Name of the Employee: **Shital Jadhav**
Date: 12th Jan 2015

Signature: _____
Place: Pune

13045



FLOWIAN SOLUTIONS PRIVATE LIMITED

#6, Maurya Paradise, 40/2 Shailesh Society,
Karvenagar, Pune-411052, Maharashtra, India

Jan 13, 2015

Dear Sanket Joshi,

It was a pleasure interacting with you when you had visited Flowian office for face to face interview. We are pleased to appoint you as an Intern for six months with Flowian Solutions Private Limited (Flowian). After Six months of internship, depending on your performance, you will be considered for permanent employment with Flowian.

The terms and conditions and other details of internship are given below:

Place of Posting: Pune

Reporting Structure: In your current assignment, you will report into the Senior team member at Flowian.

Date of Joining : 15 Jan 2015

Date of Completion of Internship: Not beyond 15 Jun 2015

Compensation Details:

As an intern you will receive stipend of Rs 3600 per month. Your stipend will be inclusive of company allowances and statutory deductions, if any.

You will be required to sign an employment agreement accepting your adherence to company terms, policies and regulations when such an employment agreement is made available. You are required to hold the terms of this offer in confidence.

Should you have any further questions or clarifications, please get in touch with us. We would like to take this opportunity to welcome you on board and look forward to a mutually rewarding association.

Warm regards,

For **Flowian Solutions Private Limited**

Sunil Pandkar
Managing Director.

Registered Office

Flowian Solutions Private Limited, #6 Maurya Paradise, 40/2 Shailesh Society, Karve Nagar, Pune-52, MH, India
Phone: +91 020 2543 7492, 3



SoftInfoLoggy

Imagination becomes reality...

To,

Director

MIT Arts, Commerce and Science College,

Alandi, Pune-412105

Date: 10th January 2015

Dear Manisha Kale,

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company for a period of 6 months. During this period, you will be designated as "Project Trainee".

Please find the following confirmation of the specifics regarding your internship:

Start date: 19st January, 2015

Project Title: WMS (Workshop Manager)

Reporting Relationship: You will be reporting to Chetan Lohar, Software Developer of SoftinfoLoggy Pvt. Ltd., with whom you will meet weekly for supervision.

Responsibilities: Day-to-day Responsibilities, Project or assignments.

Office Location: You will be located in our office at Sr. No. 11/19, Opp. Hyundai Showroom, Hadapsar Bypass Road, Near Kharadi IT Park, Pune-411014.

Regards,

Ranjit Shinde

(Managing Director)

SoftinfoLoggy Pvt Ltd.

SoftinfoLoggy Solutions & Consultancy
Pvt. Ltd.

S. No.11/19, Opp. Hyundai Showroom,
Kharadi, Pune-411 014.



SoftZeal Technology Pvt. Ltd.

Office No. 1, Near Engale Girls Hostel, JM Road, Deccan Jimkhana, Pune - 411 005.
Tel : 020 65 260 111 Email : info@softzeal.com

(13047) Update

Offer Letter

Date: 05/01/2015

Miss. Snehal Kanase,
Pune, India.

Dear Snehal,

With reference to your application and subsequent interview with us we are pleased to offer you position on the following terms:

Role / Grade : Software Developer Trainee
Date of Joining : 06 – Jan – 2015

Confidential Agreement: Employee shall keep secret any data obtained from company. Employee should not use this data (source code, software, technical and user documentation, business-plans, design versions, information on clients and employees, etc.) in his/her own interests both while working for company and after completion of his/her project work.

Conflicts & Interests: You need to follow the NDA and obey all the rules and regulations. You need to devote time and attention to your duties with us and undertake not to continue any business or partnership.

Leave: In-between your internship period you are not allowed to take leave more than six days and consecutive leaves are not allowed.

We hope the above terms and conditions should be taken care as these are highly sensible for company and can cause business loss to company.

For SoftZeal Technology Pvt. Ltd.



Employee Signature

HR – Manager

January 07, 2015

To,

Savita Karande

Subject: Project Allotment Letter

Dear Savita Karande,

Further to your Internship interview with us, we are please to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for our organization, group companies and clients. The Project would be made live on successful completion of the software application. You would be under the able guidance of our Program Managers and Team Leaders.

We would like to make it clear that, ITSource would not entertain/provide any dummy projects to the students and is against our policies. You will work in a group and abide by our rules and regulations assigned on the joining day.

You would be deployed to work on the Project "e-Grocery Shopiee".

During the Project tenure you would be under the guidance of **Ms. Sneha Sadarangani**. Her details are as follows:

Ms. Sneha Sadarangani
Project Incharge
snehas@itsourceindia.com
9579952011

We wish you all the very best and have a pleasant stay with ITSource Technologies Limited.

Thanking you.

For **ITSource Technologies Limited**



Authorized Signatory



January 07, 2015

To,

Swati Kolekar

Subject: Project Allotment Letter

Dear Swati Kolekar,

Further to your Internship interview with us, we are please to deploy you on a Live Project at our esteemed organization.

Please note that this Project assigned to you is a real-time live project and would be used for our organization, group companies and clients. The Project would be made live on successful completion of the software application. You would be under the able guidance of our Program Managers and Team Leaders.

We would like to make it clear that, ITSource would not entertain/provide any dummy projects to the students and is against our policies. You will work in a group and abide by our rules and regulations assigned on the joining day.

You would be deployed to work on the Project "e-Library".

During the Project tenure you would be under the guidance of **Ms. Sneha Sadarangani**. Her details are as follows:

Ms. Sneha Sadarangani
Project Incharge
snehas@itsourceindia.com
9579952011

We wish you all the very best and have a pleasant stay with ITSource Technologies Limited.

Thanking you.

For **ITSource Technologies Limited**



Authorized Signatory



Date: 1st Jan 2015

Dear Supriya Lohote,

We are glad to appoint you as "Trainee Software Developer" in our organization from 1st Jan 2015. You are required to abide by the following terms and conditions:

1. During your training period you will not receive any kind of remuneration/compensation.
2. As a full-time employee/full time trainee, you will not undertake any other work, whether remunerated or not, including private practice, consulting, training, publishing articles, etc. without obtaining prior permission from a Director of the company.
3. During the continuance of your employment and thereafter, you will keep all such secrets or confidential information of any descriptions, acquired by you while in our service, concerning the business or affairs of the company or any of its clients or associates or branches, and will not divulge them to any person, firm or company, whomsoever, other than the Directors of the company or their authorized representatives. You will not discuss any future plans which are concrete or in formulation stage or in planning phase or in conceptual phase with anybody outside Agrobytes. You will not disclose above mentioned things for 36 months with competitor or any other company after discontinuation of your service with Agrobytes - If such situation arises, you need to get legal permission from Agrobytes otherwise Agrobytes will have rights to take legal action against you and concerned companies.
4. If you come across any medical emergency or accident on job – company will not be responsible – while working over work place and also outside (for company), safety is your responsibility. Company shall try to do best possible help in such conditions.

Yours sincerely,



Uday Kadam
Director,
Agrobytes IT Service Pvt. Ltd.

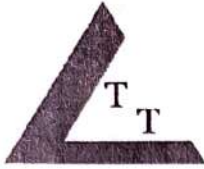
DECLARATION

I agree to the above terms and conditions of employment and append my signature to indicate acceptance of the offer and mentioned terms and conditions.

Name of the Employee: **Supriya Lohote**
Date: 1st Jan 2015

Signature: _____

Place: Pune



Techno Triangle Infotech

Office :-Add. Chakrapni Vasahat Road, Shiv-Shankar Co-3,Bhosari Pune-411039

Date:- 22-Dec-14

Subject: Internship Letter for the post of Software trainee engineer.

Dear Ms. Supriya Laxman Medankar,

We are pleased to inform you that you have been selected to join our organization as **Software trainee engineer**. Your joining date will be 27-Dec-14. This is to clarify that as per our HR policy you will be on internship for a minimum of 6 months after which your performance will be evaluated. The status in the organization will be reviewed based on the evaluation done by your superiors.

The terms of employment have already been discussed between you and our HR department. We hope to have a long lasting professional relationship with you.

Best regards,

(Sameer Pawar)



Connecting Logic ...

ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

Ref No: eis/Q-051418/305

Date: 2nd Feb 2015

To,

Ms. Mulani Tabassum

Pune

Dear Mulani,

Sub: Offer for the Position of Junior Java Developer

We are pleased to inform you, that you have been selected for the position of "**Junior Java Developer**". You will have to join on 5th Feb 2015. Your key responsibilities that we expect you to handle as a **Junior Java Developer** are:

You will be responsible for all the projects which are assigned to you. The skill set will be based on the projects you are working on which basically comprise of **Java Development**. You need to adapt all those skills required for the project at various point in time during your employment. In case of urgency, you may be asked to support a team other than **Java Developer**.

ePersistence India Software follows the below mentioned policies and you are expected to abide by the same.

1. There will be 18 paid leaves during the year. This will not be applicable during the probation period.
2. The list of holidays will be provided, once you take up.
3. The probation period will be for 5 months. You will be confirmed after your performance appraisal.
4. In case of registration or termination, the period will be one month from each of the party.
5. You will have to ensure the smooth transition of hand over and will co-operate to the fullest. This is applicable during Probation period as well.
6. The remuneration for the position is INR 4,000(CTC) per month, i.e. 48,000/- per annum.



Connecting Logic...

ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

List of Documents

The photo copies of documents required to be submitted at the time of joining:

1. Documents supporting educational qualification:
 - a. Xth Mark sheet
 - b. XIIth Mark sheet
 - c. Graduation or Equivalent Mark sheet
 - d. Post-Graduation or Equivalent Mark sheet
2. School Leaving Certificate / DOB Certificate.
3. ID Proof.
4. Address Proof.
5. Three ID Size photos.

We welcome you to the ePersistence India Software Family!

Best Regards,



For ePersistence India Software

A handwritten signature in black ink, appearing to be 'Rahul'.

Partner



Ref. No. : Int/2014-2015/27

Date: 23 Jan 2015

Miss. Amruta Govind Nalkar

Subject: Selection for Internship Training

Dear Amruta,

We would like to congratulate you on being selected for internship with **Prognosticsoft Solution Pvt. Ltd.** Your training is scheduled to start effective from **16 Jan 2015** for a period of 6 months. We at **Prognosticsoft Solution Pvt. Ltd.** excited that you will be joining our team!

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

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

Again, congratulations and we are looking forward to working with you.

Thanks and Regards,

Authorized Signature,



PrognosticSoft Solutions Pvt. Ltd.

Date: 1st Jan 2015

Dear Sapana Narkhede ,

We are glad to appoint you as "Trainee Software Developer" in our organization from 1st Jan 2015. You are required to abide by the following terms and conditions:

1. During your training period you will not receive any kind of remuneration/compensation.
2. As a full-time employee/full time trainee, you will not undertake any other work, whether remunerated or not, including private practice, consulting, training, publishing articles, etc. without obtaining prior permission from a Director of the company.
3. During the continuance of your employment and thereafter, you will keep all such secrets or confidential information of any descriptions, acquired by you while in our service, concerning the business or affairs of the company or any of its clients or associates or branches, and will not divulge them to any person, firm or company, whomsoever, other than the Directors of the company or their authorized representatives. You will not discuss any future plans which are concrete or in formulation stage or in planning phase or in conceptual phase with anybody outside Agrobytes. You will not disclose above mentioned things for 36 months with competitor or any other company after discontinuation of your service with Agrobytes - If such situation arises, you need to get legal permission from Agrobytes otherwise Agrobytes will have rights to take legal action against you and concerned companies.
4. If you come across any medical emergency or accident on job – company will not be responsible – while working over work place and also outside (for company), safety is your responsibility. Company shall try to do best possible help in such conditions.

Yours sincerely,



Uday Kadam
Director,
Agrobytes IT Service Pvt. Ltd.

DECLARATION

I agree to the above terms and conditions of employment and append my signature to indicate acceptance of the offer and mentioned terms and conditions.

Name of the Employee: **Sapana Narkhede**
Date: **1st Jan 2015**

Signature: _____
Place: Pune

Date: 29-12-2014

To,

Shubhangi Bhaskar Pathak
At Post-Sangvi, Tal-Baramati,
Pune, Maharashtra

Subject: Internship program welcome letter.

Dear Shubhangi Pathak,

We are glad to welcome you to our organization as a Software Intern through our Industrial Internship Program.

- This training would last up to 4 months probably on .Net technology, from the date of your joining.
- You would be trained and allowed to work on the ongoing projects of our company.
- Your working hours would be between 7:00 AM & 8:00 PM with weekly off on Saturday & Sunday.
- You will be required to carry out your duties & responsibilities as per instructed by your allocated shift trainers.
- You will need to follow the same rules & regulations applied to other employees in the organization while you are in the internship program as you will be treated same as an employee of our company.
- A detailed joining letter governing the rules & regulations of your appointment will be provided to you on the day of your joining the internship program.
- The welcome letter stands valid for next 10 days from the date mentioned on this letter, you are requested to proceed with the joining within this period.

WhiteSign is a growing organization, and we would hope that you will find this organization a best place to grow your career in the software industry.

We look forward to a mutually rewarding relationship.

Regards,

For & on behalf of
WhiteSign Systems Private Limited.



Mr. Sunil
Human Resources

WhiteSign Systems Private Limited

Corp. Address: 12/A(1), Sagar Corner, Kasarwadi, Pune-411034, Maharashtra
Email: info@whitesign.in | Contact: +91-20-30721022 | Website: www.whitesign.in

Office no -08, Sonigara Park,
Dange Chowk, Pune,
www.globalsofttechnology.com
info@globalsofttechnology.com
shaileshjagtap400@gmail.com



Offer Letter

Globalsoft Technology Pune

Office no-08, Sonigara Park, Dange Chowk
Pune 411 033(MH)
India.
www.globalsofttechnology.com

Ref: CustDev-SD33-2015

Mrs. Monika Patil

A/P: Parth Housing Soc, Flat No-05, Shahunagar,
Chinchwad, Pune 19,
MH, India.

Dear **Monika**,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with Globalsoft Technology Pune. We take this opportunity to welcome you to Globalsoft Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **14th Jan 2015**.

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position.

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives. **If you are a trainee software developer then you will not get any salary during this probation period.**

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by Globalsoft Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice. Regardless of any secondment to any other Globalsoft Technology Pune entities or where you may be require to work overseas for any such Globalsoft Technology Pune entities for an extensive period you shall all at all-time remain employee of the company exclusively and shall not be entitled to any such foreign salary or benefits payable or applicable to employee of such other Globalsoft Technology Pune entities other than the salary and the benefits specified in this offer

letter or the salary benefits that may have been decided by Globalsoft Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so ,either generally or in particular case.

Private information policy:

You will be bound by the Globalsoft Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

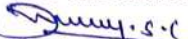
The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you Globalsoft Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For Globalsoft Technology Pune.



Shailesh Jagtap

Human Resource Manager





Vins India

13062

Vins India Group
Total IT Solutions

#13, SOBA Tower, 3rd Floor, Sadashiv Peth,
Near Poona Hosp, Pune—411 030

VISPL/HRD/12/2014/124

Date: 29/12/2014

Phone: +91 20 39399066

Email: info@vinsindia.com

www.vinsindia.com

Ms. Archana Fakkad Punde.
A/P:- Kanhur Mesai, Tal: Shirur,
Dist.- Pune -

Dear Ms. Archana Punde,

OFFER LETTER

VINS INDIA GROUP is pleased to offer you Internship at Pune Location. Your internship becomes effective on signing of this document. We trust that your knowledge and skills in Programming will be among our most valuable sets.

If you accept this offer, as per company policy you'll be eligible to receive the following benefits, on your Joining date.

- **Benefits:** Standard, Vins India - provided benefits for Interns, including the following:
 - ✓ Education/Professional update assistance
 - ✓ Sick Leave
 - ✓ Vacation and personal days

You are requested to confirm your willingness to join us on or before January 15th 2015. To accept this offer please sign and date this offer letter where indicated below.

We at Vins India hope that you'll accept this Internship offer and look forward to welcoming you aboard. Feel free to call us if you have questions or concerns.

You will be on 6 months internship in which training for a period of 2 weeks from the date of joining. After training period you will be put on live project/demo project depending upon capability, where you have to complete **at-least one project** in then **informed period** to get eligible for stipend and job opportunity. You are eligible for 1 day leave a month during the period of internship. After completion of your project, your performance will be evaluated and according to that performance, company will give all required benefits to interns. You will be required to give one month notice, if you choose to leave our company.

For getting internship certificate and project completion certificate, you must have to present your all payment receipt as well as a hard copy of your internship offer letter signed by management of the company.

You will have the responsibility to carry out duties for efficient and economical operation in the areas, which are being assigned to you now or subsequently.

During the course of your work, you will work on several engagements with varied clients. You are to treat all project information, documents, deliverable, and work products as **confidential** in nature.

These are not to be discussed with others outside the office or with persons who are not directly involve with the project. As an intern, you are automatically bound by the Non-Disclosure and Non-Compete Agreements or any other such Agreements that the company signs with Clients before or during engagements.

You will not divulge any secret, confidential or valuable information, which is likely to damage the interests of the company or its clients. All documents, specifications, reports etc developed during your tenure with VINS INDIA will be company's property and you will not be permitted to and are not supposed to take them with you when you resign from the Company.

All property of the company including documents, magazines, books, software journals etc are for exclusive use of the company personnel within the company premises and you shall not allow any outsider to use such property. In case you are authorized to take any company property out of the company premises, you shall be liable for any loss or damage to the same while these are in your custody.

You shall not be allowed to take out any material from the company premises or bring in to the premises any material without the permission of the management.

This letter, together with the Proprietary Information Agreement and any agreement you enter with the Company represents the entire agreement and understanding between the parties as to the subject matter herein and supersedes all prior or contemporaneous agreements, whether written or oral. In the event that any provision hereof becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this letter will continue in full force and effect without said provision.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Vins India Pvt. Ltd. Your anticipated start date is January 15th, 2015.

Sincerely,

For VINS INDIA GROUP



Authorized Signatory

Acceptance of Internship Offer

By signing and dating this letter below, I, **Archana Punde**, accept the Internship offer by VINS INDIA GROUP, as **Software developer Intern** would be reporting for duty not later than January 15th, 2015.

Signature: Archana Punde

Date: 6/1/2015

LIST OF DOCUMENTS TO BE SUBMITTED ON YOUR JOINING

The following checklist indicates the documents that you have to submit at the time of joining VINS INDIA GROUP.

COPIES OF THE FOLLOWING DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

1. MARK SHEETS

Copy of Mark sheets of all semesters must be provided. In case of multiple attempts the mark sheets of all attempts must be provided.

2. EXPERIENCE CERTIFICATE

If you are joining with prior experience, please submit an experience letter from your former employer. The letter must clearly indicate

The total years of experience Brief

description of the job profile Your

role in the organisation

Your performance in the organisation

3. 3 PASSPORT SIZE PHOTOGRAPHS

4. ID Proof

5. Address proof (both local & permanent)



INTERNSHIP TRAINING LETTER

Date: 29/12/2014

Mr. Chetan Rajguru

You are pleased to make you an offer to join our organization **Indigenius Infoline Pvt. Ltd.** For Internship Training.

We are pleased to inform you, of our intent to offer you a position with Indigenius Infoline Pvt. Ltd., to play the role of 'Software Trainee'.

We are not providing job guarantee but we provide placement assistance, we are responsible for practical knowledge.

On success full completion of Internship Training period of Three month, you will beget Certificate. You are requested to report for class at our office on or before 29th Dec 2014 at 10.00am.

We take this opportunity to welcome you into Indigenius Infoline Pvt. Ltd., family and look forward to a very fruitful association with you.

sspadalgare
Thanks and Regards,
Mrs. Swapnali Padaigare
HR Manager
Indigenius Infoline Pvt. Ltd.
Pune.



Office no.1 - 6, Tapaswi Plaza, near Khandoba Mandir Chowk, Mumbai - Pune road, Akurdi, Pune - 411033.

Web site: www.indigeniusinfoline.com Contact: 9922507621/989095996

Office No -07, Madhuri Park,
Opp- Pandit Petrol Pump,
Dange Chowk,Pune,
www.ssptechnosys.com
info@ssptechnosys.com



Offer Letter

SSP Technology Pune

Office No-07, Madhuri Park,
Opp-Pandit Petrol Pump,
Dange Chowk,
Pune 411 033(MH), India.
www.ssptechnosys.com

Ref: CustDev-SD12-2015

Ms. Smita Rale.

A/P: Sector No-04, Plot No-20/9, Sant Nagar,
Moshi, Pradhikaran Pune-05.
MH, India.

Dear **Smita**,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with **SSP Technology Pune**. We take this opportunity to welcome you to **SSP Technology Pune**. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **15th Jan 2015**.

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

www.ssptechnosys.com

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position. **Your will not get salary during internship period.**

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives.

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by SSP Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice.

Regardless of any secondment to any other SSP Technology Pune entities or where you may be require to work overseas for any such SSP Technology Pune entities for an extensive period ,you shall all at all-time remain employee of the company exclusively and shall not be entitled to any

such foreign salary or benefits payable or applicable to employee of such other SSP Technology Pune entities other than the salary and the benefits specified in this offer letter or the salary benefits that may have been decided by SSP Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so, either generally or in particular case.

Private information policy:

You will be bound by the SSP Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you SSP Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For SSP Technology Pune

gadam. Ms
Mr.Chinmay Kadam.
Human Resource Manager





Connecting Logic ...

ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

Ref No: eis/Q-051418/14-15/377

Date: 12 Jan 2015

To,

Miss.Pramila.M.Sable.

Pune

Dear Pramila

Sub: Offer for the Position of Junior .Net Developer

We are pleased to inform you, that you have been selected for the position of "**Junior .Net Developer**". You will have to join on 31st Dec 2014. Your key responsibilities that we expect you to handle as a **Junior .Net Developer** are:

You will be responsible for all the projects which are assigned to you. The skill set will be based on the projects you are working on which basically comprise of **.Net Development**. You need to adapt all those skills required for the project at various point in time during your employment. In case of urgency, you may be asked to support a team other than **.Net Developer**.

ePersistence India Software follows the below mentioned policies and you are expected to abide by the same.

1. There will be 18 paid leaves during the year. This will not be applicable during the probation period.
2. The list of holidays will be provided, once you take up.
3. The probation period will be for 5 months. You will be confirmed after your performance appraisal.
4. In case of registration or termination, the period will be one month from each of the party.
5. You will have to ensure the smooth transition of hand over and will co-operate to the fullest. This is applicable during Probation period as well.



Connecting Logic ...

ePersistence India Software

ISO 9001: 2008 REGISTERED COMPANY

Email : careers@epersistenceindia.com Website : www.epersistenceindia.com

List of Documents

The photo copies of documents required to be submitted at the time of joining:

1. Documents supporting educational qualification:
 - a. Xth Mark sheet
 - b. XIIth Mark sheet
 - c. Graduation or Equivalent Mark sheet
 - d. Post-Graduation or Equivalent Mark sheet
2. School Leaving Certificate / DOB Certificate.
3. ID Proof.
4. Address Proof.
5. Three ID Size photos.

We welcome you to the ePersistence India Software Family!

Best Regards,

For ePersistence India Software


Partner



5th January 2015

Miss. Amruta Sambheran
MCS 4th Semester
MIT ACSC, Alandi (D),
Pune.

Subject: Internship Training

Dear Candidate,

In reference to your application we would like to congratulate you on being selected for internship with **Neomorphic Systems Pvt Ltd** based at **Pune**. Your training is scheduled to start effective **5th Jan. 2015** for a period of 6 months. All of us at **Neomorphic Systems Pvt Ltd** are excited that you will be joining our team!

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

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

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

Yours sincerely,
for **Neomorphic Systems**



Mr. Mangesh Bankar
HR Manager



NEOMORPHIC SYSTEMS PVT. LTD.

Jai Ganesh Samrajya, B-Wing, Office No. 1, Near Cosmos Bank, Bhosari, Pune - 411 039.

Office Phone : 020-65107716, Mob.: +91 9922926410 / 9552500239 Email : info@neomorphicsystems.com Web : www.neomorphicsystems.com

Office No -07, Madhuri Park,
Opp- Pandit Petrol Pump,
Dange Chowk, Pune,
www.ssptechnosys.com
info@ssptechnosys.com



Offer Letter

SSP Technology Pune

Office No-07, Madhuri Park,
Opp-Pandit Petrol Pump,
Dange Chowk,
Pune 411 033(MH), India.
www.ssptechnosys.com

Ref: CustDev-SD11-2015

Ms. Yogita Sawant .

A/P: S.V. No-81/1, Krishna Nagar,
Dighi, Pune-15.
MH, India.

Dear **Yogita,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with **SSP Technology Pune**. We take this opportunity to welcome you to **SSP Technology Pune**. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **15th Jan 2015**.

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

www.ssptechnosys.com

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position. **Your will not get salary during internship period.**

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives.

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by SSP Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice.

Regardless of any secondment to any other SSP Technology Pune entities or where you may be require to work overseas for any such SSP Technology Pune entities for an extensive period ,you shall all at all-time remain employee of the company exclusively and shall not be entitled to any

such foreign salary or benefits payable or applicable to employee of such other SSP Technology Pune entities other than the salary and the benefits specified in this offer letter or the salary benefits that may have been decided by SSP Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so, either generally or in particular case.

Private information policy:

You will be bound by the SSP Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you SSP Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For SSP Technology Pune.

gadade.n.s
Mr. Chinmay Kadam.
Human Resource Manager



Office no -08, Sonigara Park,
Dange Chowk, Pune,
www.globalsofttechnology.com
info@globalsofttechnology.com
shaiteshiaqtap400@gmail.com



Offer Letter

Globalsoft Technology Pune

Office no-08, Sonigara Park, Dange Chowk
Pune 411 033(MH)
India.
www.globalsofttechnology.com

Ref: CustDev-SD38-2015

Mrs. Megha Shewale

A/P: Sidhyvinayak Colony, Sai Park, Parande Nagar
Dighi, Pune 15.
MH, India.

Dear **Megha,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with Globalsoft Technology Pune. We take this opportunity to welcome you to Globalsoft Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **15th Jan 2015.**

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position.

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives. **If you are a trainee software developer then you will not get any salary during this probation period.**

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by Globalsoft Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice.

Regardless of any secondment to any other Globalsoft Technology Pune entities or where you may be require to work overseas for any such Globalsoft Technology Pune entities for an extensive period ,you shall all at all-time remain employee of the company exclusively and shall not be entitled to any such foreign salary or benefits payable or applicable to employee of such other Globalsoft Technology Pune entities other than the salary and the benefits specified in this offer

letter or the salary benefits that may have been decided by Globalsoft Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so, either generally or in particular case.

Private information policy:

You will be bound by the Globalsoft Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

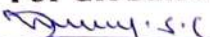
The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you Globalsoft Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For Globalsoft Technology Pune



Shailesh Jagtap
Human Resource Manager



5th January 2015

Miss. Gauri Shinde
MCS 4th Semester
MIT ACSC, Alandi (D),
Pune.

Subject: Internship Training

Dear Candidate,

In reference to your application we would like to congratulate you on being selected for internship with **Neomorphic Systems Pvt Ltd** based at **Pune**. Your training is scheduled to start effective **5th Jan. 2015** for a period of 6 months. All of us at **Neomorphic Systems Pvt Ltd** are excited that you will be joining our team!

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

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

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

Yours sincerely,
for **Neomorphic Systems**


Mr. Mangesh Bankar
HR Manager



NEOMORPHIC SYSTEMS PVT. LTD.

Jai Ganesh Samraja, B-Wing, Office No. 1, Near Cosmos Bank, Bhosari, Pune - 411 039.

Office Phone : 020-65107716, Mob.: +91 9922926410 / 9552500239 Email : info@neomorphicsystems.com Web : www.neomorphicsystems.com

Office no -08, Sonigara Park,
Dange Chowk, Pune,
www.globalsofttechnology.com
info@globalsofttechnology.com
shaileshjagtap400@gmail.com



Offer Letter

Globalsoft Technology Pune

Office no-08, Sonigara Park, Dange Chowk
Pune 411 033(MH)
India.
www.globalsofttechnology.com

Ref: CustDev-SD34-2015

Mrs. Geeta Shinde
A/P: Khairenagar, Pabal,
Shirur, Pune 412403,
MH, India.

Dear **Geeta,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with Globalsoft Technology Pune. We take this opportunity to welcome you to Globalsoft Technology Pune. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **14th Jan 2015.**

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position.

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives. **If you are a trainee software developer then you will not get any salary during this probation period.**

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by Globalsoft Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice.

Regardless of any secondment to any other Globalsoft Technology Pune entities or where you may be require to work overseas for any such Globalsoft Technology Pune entities for an extensive period ,you shall all at all-time remain employee of the company exclusively and shall not be entitled to any such foreign salary or benefits payable or applicable to employee of such other Globalsoft Technology Pune entities other than the salary and the benefits specified in this offer

letter or the salary benefits that may have been decided by Globalsoft Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so ,either generally or in particular case.

Private information policy:

You will be bound by the Globalsoft Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

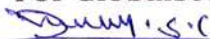
The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you Globalsoft Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For Globalsoft Technology Pune.



Shailesh Jagtap

Human Resource Manager



Date: 16th February 2015

To,

Ravinder Singh

E2/302, Madhuban Society,

Near Pawar Petrol Pump,

Vishrantwadi, Pune-411015.

Dear Ravinder,

This is with regard to your application for undertaking an Internship Project at **Career In Tech, Pune**, towards your **M.Sc.(Computer Science)** Programme.

We are pleased to inform that you will be provided a **Time Tracking System** Project for the duration **February 2015 to May 2015**, at **Career In Tech, Pune**.

Before taking the project you would be provided the primary understanding of various departments and products at the unit.

You shall be guided by the concerned officials during the project. The project data needs to be based on actual and submitted to the concerned authority in our company before final submission in the college.

Wishing you a successful completion and enriching tenure.

For, **Career In Tech**,

Pune




Shraddha Shirsath

HR Coordinator

Office No -07, Madhuri Park,
Opp- Pandit Petrol Pump,
Dange Chowk,Pune,
www.ssptechnosys.com
info@ssptechnosys.com



Offer Letter

SSP Technology Pune

Office No-07, Madhuri Park,
Opp-Pandit Petrol Pump,
Dange Chowk,
Pune 411 033(MH), India.
www.ssptechnosys.com

Ref: CustDev-SD13-2015

Mrs. Sonali Tapkir .

A/P:Charholi B.K, Tajanemala,
Haveli, Pune.
MH, India.

Dear **Sonali,**

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Trainee Software Developer-L1** with **SSP Technology Pune**.

We take this opportunity to welcome you to **SSP Technology Pune**. We value your abilities and believe you will find our work environment to be challenging and fulfilling.

Date of joining:

You have joined us on **15th Jan 2015**.

Level:

You will be hired as Trainee Software Developer/L1 Level.

Location/Transfer:

You will be based out of our Pune location. The company may require you to work at other company locations and on customer's site, both inside or outside India.

www.ssptechnosys.com

Leave:

You will be eligible to the benefits of the company's leave Rules on your confirmation in the company's service.

Absence for a continuous period of 10 days without prior approval of your superior, (Including overstay on leave/training) would result in your losing your lien on the service and the same shall automatically come to end without any notice or intimation.

Probation/Confirmation:

You will be on a probation period for 6 months. Based on your performance your service will be confirmed with the company in written after 6 months. If your service is found satisfactory during the probation period, you will be confirmed in the present position. **Your will not get salary during internship period.**

Salary Payment:

Salary will be paid on 15th of every month for the previous month. All the salary and remuneration schemes such as HRA will be governed by Government policies and directives.

Personal Taxes:

Payment described will not be further grossed up with taxes and you will be responsible for the payment of all taxes due with respect to such payments which will be deducted at source by prevailing rule.

Condition of Hire:

Your employment will subject to the following pre-conditions:

1. You obtain a clear discharge from your present employer.
2. You provide two satisfactory references, one being from your current employer.
3. Your employee verification conducted by SSP Technology Pune is cleared.
4. You complete the training as communicated to you at the time of joining.

All appointments are based on the information furnished by you and your employment applications and all further declarations and undertakings. Hence, any false statement information furnished as above will lead to your dismissal without notice.

You hereby warrant that you are not in breach of any contract with any third party or restricted in any in your ability to undertake or perform the duties of your employment.

You also warrant that you will be fully responsibilities for any personal liabilities that may arise as a result of an agreement between you and any third party and that the company will not way be concerned with such liabilities. You will be at all-time maintain to be employed in India and in event of any change in your personal circumstances resulting in possible alteration to the employability status; you will keep the employer informed.

During your employment with company you will agree to work on any project that you are assigned to irrespective of technical platform skill and nature of the project. If necessary you may be required to work in shift. Failing to do so can lead to termination of employment without notice. Regardless of any secondment to any other SSP Technology Pune entities or where you may be require to work overseas for any such SSP Technology Pune entities for an extensive period ,you shall all at all-time remain employee of the company exclusively and shall not be entitled to any

such foreign salary or benefits payable or applicable to employee of such other SSP Technology Pune entities other than the salary and the benefits specified in this offer letter or the salary benefits that may have been decided by SSP Technology Pune and communicated to you.

During the period of this employment you should not draw, accept or endorse any cheque or any bill on behalf of the company or in any way pledge the company's credit except so far as you may have been authorized by the company to do so ,either generally or in particular case.

Private information policy:

You will be bound by the SSP Technology Pune private policy as described in annexure 1 for holding in confidence any trade secrets or confidential business and technical information of the company or its clients.

Non Completions:

During the course of your employment you should at all times, observe secrecy of any trade or business data, customers name business details or any other information that might to come your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not disclose nor cause the discloser of any such data in any manner whatsoever during your tenure with company and after the separation with the company.

Confidentiality:

The term of your employment is strictly confidential between you and the company discussion of your compensation with any other party or employee will constitute ground for dismissal.

Notice period /termination:

This contract of employment between you and the company may be terminated by either party by giving 30 days prior notice or gross two months' salary in lieu thereof .however release from the company will be subject to satisfactory handover of responsibilities assigned to you.

In the event of willful neglect or breach of any of the terms thereof or refusal on your part to carry out the lawful instruction of any of member of the company or being guilty of misconduct, the company may terminate you from your employment forthwith without notice.

Company policy:

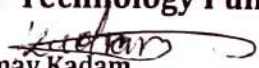
The company at its discretion has right to introduce new and amend existing rule and regulation at any time without prior notice. The employee will abide by new rules and regulation at all times without any prejudice.

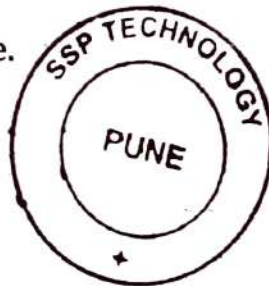
We believe we can provide you with an atmosphere in which you can develop your professional skill to the fullest. We look forward to having you SSP Technology Pune.

Please do not hesitate to contact company official if you need any further assistance.

Yours sincerely,

For SSP Technology Pune.


Mr.Chinmay Kadam.
Human Resource Manager



Date: 1st Jan 2015

Dear Ashwini Thite,

We are glad to appoint you as "Trainee Software Developer" in our organization from 1st Jan 2015. You are required to abide by the following terms and conditions:

1. During your training period you will not receive any kind of remuneration/compensation.
2. As a full-time employee/full time trainee, you will not undertake any other work, whether remunerated or not, including private practice, consulting, training, publishing articles, etc. without obtaining prior permission from a Director of the company.
3. During the continuance of your employment and thereafter, you will keep all such secrets or confidential information of any descriptions, acquired by you while in our service, concerning the business or affairs of the company or any of its clients or associates or branches, and will not divulge them to any person, firm or company, whomsoever, other than the Directors of the company or their authorized representatives. You will not discuss any future plans which are concrete or in formulation stage or in planning phase or in conceptual phase with anybody outside Agrobytes. You will not disclose above mentioned things for 36 months with competitor or any other company after discontinuation of your service with Agrobytes - If such situation arises, you need to get legal permission from Agrobytes otherwise Agrobytes will have rights to take legal action against you and concerned companies.
4. If you come across any medical emergency or accident on job – company will not be responsible – while working over work place and also outside (for company), safety is your responsibility. Company shall try to do best possible help in such conditions.

Yours sincerely,



DIRECTOR
PUNE (INDIA)

Uday Rajan
Director,
Agrobytes IT Service Pvt. Ltd.

DECLARATION

I agree to the above terms and conditions of employment and append my signature to indicate acceptance of the offer and mentioned terms and conditions.

Name of the Employee: Ashwini Thite

Signature: _____

Date: 1st Jan 2015

Place: Pune

Dear Anuradha,

We are pleased to offer you employment as a Software Engineer Intern. You will report to Sonali Jagtap. Your internship will begin on 7th Feb 2015, and is anticipated to end on 31st July 2015.

As a Software Engineer Intern, your position will require to:

- Work on development of web application using Java technologies.
- Work on fixing bugs/issues reported by customers/QA.
- Writing complete functional and design specs.

We believe that we can provide you an interesting and rewarding internship, and look forward to you joining our staff for this period of time.



A handwritten signature in blue ink that reads "S. Jagtap".

Sonali Jagtap,
Engineering Manager,
Simple Idea Solutions

OFFER LETTER

Date: 1st Jan 2015.

To,
Mr. Amol Zodage
Pune.

Dear Mr. Amol ,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with LADDER TECHNOLOGIES, Chinchwad as Trainee Software Developer. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

We consider all our employees as Associates in constant endeavor to achieve and surpass our collective goals.

We are enclosing your offer letter in duplicate. Kindly sign the duplicate copy of your offer letter and return that to us at the earliest along with all your documents in original for verification.

You will be paid a no-salary during probation period.

Following terms and condition that are agreed by both of us are follows:

1. All taxes (if any) on your income shall be payable by you.
2. You will be working with the organization for the period of twelve months.

You will join us latest by 10th Jan 2015.

3. You will be on probation for an initial period of six (6) months, which may be extended. You will not be eligible to the benefits, which are enjoyed by the permanent employees of the company during your probationary period.

Corporate Office

1st Floor, Gurudwara Chowk, Akurdi Railway Station, Pune - 44.

Email admin@laddertechologies in M 9527650007

4. Your selection is done considering you are physically fit, subject to your producing all the documentary evidence and certificates in original or your age and qualification as stated by you in the CV.
5. You will accept terms and conditions of employment and will support management decisions as and when required.
6. We are enclosing your offer letter in duplicate. Kindly sign the duplicate copy of your offer letter and return that to us at the earliest along with all your documents in original for verification.

Thanking You,

For LADDER TECHNOLOGIES, Chinchwad



Director

I have read and understood the above terms and conditions and have voluntarily accepted the same


Mr. Amol Zodage