

Business Finance Limited

Offer of Employment

Date :18-02-2023

Dear Sumit Sanjay Ghodake,

h no 2706,dhananjay sandan,unmade galli,near ganapathi,

solapur,

maharashtra 413304

Welcome to the Family of Five-Star Business Finance Ltd.

We are a Non-Deposit taking Non-Banking Financial Company registered with Reserve Bank of India. We have been successfully operating in the financial services space for over the last 38 years and are currently engaged in providing small business and small housing loans to customers in urban, semi-urban and fast-growing rural geographies.

We have pleasure in offering you an appointment in our Company as "**Collection Officer - Officer**". Your place of operation will be at our "**Pandharpur**". The terms and conditions of your appointment will be as follows:

• **Salary and Allowance:**

1. You will be paid an Annual CTC of Rs.3,08,472.00 /- (**Rupees THREE LAKH EIGHT THOUSAND FOUR HUNDRED AND SEVENTY TWO**) as mentioned in annexure - 1
2. You will be eligible for PF in accordance with the relevant statutory rules.
3. You will be eligible for an annual increment which will be paid based on the recommendation made by your Reporting Supervisor / HOD after assessing your performance. The Company may at its sole and absolute discretion grant you such annual increment as it may think fit. It is however expressly understood that the company reserve itself the right not to grant such increment. Your cycle of annual increment will be during April every year, as per the company's policy.

• **Duties and Obligations :**

You shall:

1. Conduct yourself with decorum and shall efficiently and honestly discharge and perform all duties and functions pertaining to your employment as also such other duties as you may be required to perform from time to time by the Company, or by any duly authorized Officer of the Company, which are consistent with your employment in relation to the business of the Company.
2. Obey and comply with all lawful orders and directions given to you by the Company or by any person duly authorized by the Company on its behalf and faithfully obey all the rules, regulations and arrangements of the Company in force and applicable to you.
3. Give and devote your time exclusively to your duties with the Company and while serving the Company you shall not engage yourself directly or indirectly without the prior consent in writing of the Company with or without remuneration in any capacity, business or activity which the Company may in its sole discretion consider contrary to or inconsistent with the duties and obligations. Any violation, in this regard, will be treated as dereliction of duty and your services will be terminated without any



not, directly or indirectly, disclose to any person or any firm the name and addresses of any of the customers or clients of the Company or any other information pertaining to them in a manner that conflicts with or interferes in the business of

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Company as conducted with such customer.

5. Inform the Company at once of any act of dishonesty and/or any action prejudicial to the interest of the Company on the part of any person which may come to your knowledge.

• **Working Hours & Leave :**

1. You shall serve the Company during such daily hours of work as may be determined from time to time by the Company.
2. You will be entitled to leaves as per Company's Leave Policy. If in case you absent yourself from the service of the Company without prior permission or overstay the sanctioned leave for 8 or more consecutive days, you will be deemed to have abandoned service voluntarily without giving a due note and will be terminated from service immediately.
3. No notice of resignation from the service of the Company will be effective if given during the period when you are on leave and you will also not be entitled to proceed on leave during the Notice period.

• **Probation & Performance:** You will initially be on probation for six months during which your performance will be reviewed and on the same being found satisfactory you will be eligible for being confirmed. Otherwise, your probation period may be extended or your employment may be terminated without any explanation or compensation and without any notice period. Only on your confirmation, you will be eligible for other benefits that are normally applicable to permanent employees.

• **Transfer of Services:** Your services are transferable as the Management may deem it necessary from one branch/department to another within India in the same capacity or other. On such transfer, you will be governed by the terms and conditions and entitled to the benefits as per the rules of the company.

• **Acceptance of Gifts:** You shall not accept or undertake to accept either directly or indirectly any gifts, commissions or other favor of any kind what so ever in connection with your work which is prejudice to the interest of the Company without the prior knowledge of the Management of the company.

• **Bonus Payout:**

- Based on your productivity, the company will pay you monthly productivity linked incentive as per the company's usual payroll cycle each month (subject to applicable tax deductions).
- The monthly productivity linked incentive payable to you, is in lieu of profit based bonus in terms of Section 31 A of The Payment of Bonus Act, 1961. The company will ensure that you will also receive the minimum statutory bonus, as required under Section 31 A of The Payment of Bonus Act, which is typically paid out by September of the following year.
- You agree and acknowledge that you are not entitled to any bonus/incentive payouts other than those mentioned above, either under applicable laws or as per your employment terms with the company.

1. **Termination / Resignation:**

2. The Company shall terminate your employment without notice if it is ascertained that the information given by you in the application for employment and also on the declaration given by you orally in the interview, is false or mismatches the information relating to you.
3. The Company shall be at liberty to terminate your employment at any time without assigning any reason whatsoever by giving you 30 days notice in writing on that behalf or by paying in addition to the remuneration then due to you a sum equivalent to 30 days gross salary, as the case may be, excluding all incentives in lieu of notice.
4. You shall be at liberty to resign at any time by giving 30 days prior notice in writing in that behalf. In the event of your leaving the employment of the Company without giving notice/ not serving full notice, you shall be liable to pay to the Company a sum equivalent to 30 days gross salary/ short fall in notice period, as the case may be. However, it is the sole discretion of the Management to accept or reject such request for payment of salary in lieu of notice period.
5. Without prejudice to any of the rights and remedies which the Company may have against you the Company shall be entitled to terminate your employment forthwith without giving any notice whatsoever in case of any act of disobedience, fraud, indiscipline, insubordination, incivility, insobriety, dishonesty, irregular attendance or any other serious misconduct or negligence on your part or incompetence in the discharge of your duty, or breach of any of the terms of your employment.



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• **Confidentiality** : You shall not under any circumstances during your employment or at any time after your resignation /retirement / termination for whatever reasons of your employment with the Company, except with prior sanction in writing of the Company, divulge the confidential and proprietary information of the Company to any third party, including the trade secrets, business plans, customer information and business or company information.

• **Consequences of Termination** :

Upon termination of your employment with the Company for any reason whatsoever, you shall immediately:

1. Hand overcharge to such person or persons as may be nominated by the Company in that behalf.
2. Surrender to the Reporting Supervisor or the Company's authorized representative all original or the copies of business documents, reproductions of any data, and correspondence either addressed to you by the Company or received by you for and on behalf of the Company and all items belonging to the Company and other documents, records, property and effects of the Company as may be in your possession or custody pertaining to or connected with the business of the Company or any subsidiary, associate or affiliate of the Company.
3. Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments, if any herein, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise how so ever.

• **Retirement**: You shall retire from the Company's employment and your employment will terminate on your attaining the age of 58 years. Your Date of Birth as recorded with us at the time of your employment is 30-06-1992

• **Additional Rules & Regulations**: In addition to the terms and condition of employment herein above mentioned, you shall also observe and comply with and shall be bound by rules, regulation and procedures which the Company may from time to time separately frame for observance and compliance by its staff and which will be communicated by the Company to you. The Company shall have the right to add, to alter, modify or abrogate from time to time any term of the Contract of Employment, including remuneration and perquisites, which will be communicated to you either by individual letter or by circular.

• **Employment Verification**: The above offer is valid subject to the clearance of background verification (Reference Check, Academic Record Check, Prior Employment Check, Character Reference Check) by an Agency nominated by the Company or by the HR department of the Company.

We enclose this letter in duplicate and shall be obliged if you will kindly return to us the duplicate duly signed and dated by you in token of your acceptance of the offer, the said terms, and condition of employment on or before **25-02-2023**, failing which this offer will stand canceled.

While welcoming you to the family of Five-Star Business Finance, we take this opportunity to wish you all the very best to excel in your endeavors and to scale the Company to greater heights.

For **Five Star Business Finance Limited**.

G Mahesh

(G Mahesh)

Head - HR



[Signature]
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Annexure 1

| | | |
|------------------------------|------------------------------|--------------------|
| Business Finance Limited | Compensation Break-up | |
| Salutation | Mr. | |
| Name | Sumit Sanjay Ghodake | |
| Designation | Collection Officer - Officer | |
| Location | Pandharpur | |
| Compensation Break-up | Monthly (Rs.) | Annually (Rs.) |
| A) Salary | | |
| Basic + DA | 13,472.00 | 1,61,664.00 |
| HRA | 0.00 | 0.00 |
| Additional Weekend Allowance | 0.00 | 0.00 |
| Special Allowance | 0.00 | 0.00 |
| Collection Allowance | 3,528.00 | 42,336.00 |
| Minimum Guaranteed Incentive | 3,000.00 | 36,000.00 |
| Gross Salary (A) | 20,000.00 | 2,40,000.00 |
| B) Retirals | | |
| Employer Provident Fund | 1,617.00 | 19,404.00 |
| Gratuity | 648.00 | 7,776.00 |
| Total Retirals (B) | 2,265.00 | 27,180.00 |
| C) Benefits | | |
| ESIC | 650.00 | 7,800.00 |
| Insurance | 535.00 | 6,420.00 |



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| | | |
|---|------------------|--------------------|
| Leave Encashment 1st yr / 2nd yr subject to availability of leave balance to credit | 898.00 | 10,776.00 |
| Statutory Bonus | 1,108.00 | 13,296.00 |
| CUG SIM | 250.00 | 3,000.00 |
| Total Benefits (C) | 3,441.00 | 41,292.00 |
| Total CTC (A + B + C) | 25,706.00 | 3,08,472.00 |

D) Deductions :

| | | |
|--|------------------|--------------------|
| i) Employee Provident Fund | 1,617.00 | 19,404.00 |
| ii) ESIC | 150.00 | 1,800.00 |
| iii) Professional Tax | 200.00 | 2,400.00 |
| Total Deductions - D | 1,967.00 | 23,604.00 |
| Total Net Take Home Pay (A - D) | 18,033.00 | 2,16,396.00 |

Note:

- i) You will be entitled to Minimum Guaranteed Incentive or Actual earned Incentive (after the collection incentive norms are shared with you) Which ever is higher as per the Company's policy.
- ii) Collection allowance will increase or decrease based on change in market rate of petrol.
- iii) **Insurance :** a) You will be covered under Group Personal Accident Insurance for a Sum Insured Value of Rs.3 lacs per annum, as per Company's policy
- b) You will be covered under the Group Medical Insurance cover for self and dependants (Spouse and Children [max 2 children]) for a Sum Insured Value of Rs.5 lacs per annum, as per Company's policy.
- c) You will be eligible for the Life Insurance Cover under the EDLI scheme (Employees Deposite Linked Insurance scheme)

iii) Scheme/Contest Incentive (If applicable):

The company from time to time launches various contests and schemes keeping in view various business requirements. Eligible employees would be paid the reward for the contest/scheme only if they are actively employed with the company on the day of disbursement of the reward.

Special Note:

PAN, Address proof and Date of birth proof are mandatory and have to be provided at the time of joining the Organisation.

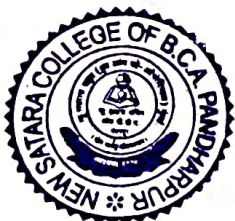
I accept the terms and conditions as mentioned in the Offer Letter. My tentative date of joining will be / /

Name: **Sumit Sanjay Ghodake**

Signature:

Place:

Date:




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HRD/COV/10713698/19-20

January 27, 2020

Mr. Yogesh Kishor Rashinkar
Room No.303, Jaigadh Niwas,
Chinchwade Nagar, Chinchwad,
Pune - 411033
India

Ph: (91)9970182197

Dear Yogesh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> - Validity Unknown

Digitally signed by Richard Lobo
Date: 2020.01.27 13:28:25 IST
Reason: OFFER LETTER
Location: BENGALURU

INFOSYS LIMITED

Ascendas SEZ Unit 2
Building: Cypress, Floor 5, International Tech Park
Plot No. 18, Rajiv Gandhi Infotech Park
Hinjewadi, MIDC, Phase III
Pune, Maharashtra, 411057, India

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



Company Confidential - This communication is confidential between you and Infosys Limited

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Pandharpur.

HRD/10713698/19-20

January 27, 2020

Mr. Yogesh Kishor Rashinkar
Room No.303, Jaigadh Niwas,
Chinchwade Nagar, Chinchwad,
Pune - 411033
India

Ph: (91)9970182197

Dear Yogesh,

Congratulations! We are delighted to make you an offer as **Senior Associate Consultant** and your role is **Associate Consultant**.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **April 27, 2020**.

Location

Your location for employment is **Pune(SEZ)**, Ascendas SEZ Unit 2, Building: Cypress, Floor 5, International Tech Park, Plot No. 18, Rajiv Gandhi Infotech Park, Hinjewadi, MIDC, Phase III, Pune, Maharashtra, 411057, India.

You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

INFOSYS LIMITED

Ascendas SEZ Unit 2
Building: Cypress, Floor 5, International Tech Park
Plot No. 18, Rajiv Gandhi Infotech Park
Hinjewadi, MIDC, Phase III
Pune, Maharashtra, 411057, India

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bengaluru 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



Probation and confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of leave annually, during probation. On confirmation, you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 84,826** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 94,251** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 9,425**. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Guaranteed Performance Bonus

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your maximum Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet in Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet in Annexure - I of this letter. The mode of payment for Financial Year 20-21 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.



Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet in Annexure - III for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 400,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 8,200,000** of which **INR 4,200,000** is covered towards natural death, and **INR 4,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 325**.

The details of the Scheme would be available to you when you join the Company.

Notice Period

During probation, your services can be terminated with one month's notice or salary thereof by either parties. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".



If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms & Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

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

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.



As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Your name

Location

Enclosures: Non-Compete Agreement (Annexure II)
Bonus Plan (Annexure IV)
Information Sheet (Annexure III)

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown

Digitally signed by Richard Lobo
Date: 2020.01.27 13:28:25 IST
Reason: OFFER LETTER
Location: BANGALURU



ANNEXURE I

| COMPENSATION DETAILS (All figures in INR per month) | | | | |
|--|---------------------------------------|--|----------------------------|---|
| NAME | Mr. Yogesh Kishor Rashinkar | | | |
| ROLE | Associate Consultant | | | |
| ROLE DESIGNATION | Senior Associate Consultant | | | |
| 1. MONTHLY COMPONENTS | | | | |
| BASIC SALARY | | | 42,420 | |
| BASKET OF ALLOWANCES | | | 26,792 | |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | | | 8,060 | |
| MONTHLY GROSS SALARY | | | 77,272 | |
| 2. ANNUAL COMPONENT | | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | | | 424 | |
| 3. RETIRAL BENEFITS | | | | |
| PROVIDENT FUND - 12% of Basic Salary | | | 5,090 | |
| GRATUITY - 4.81% of Basic Salary* | | | 2,040 | |
| FIXED GROSS SALARY (1+2+3) | | | 84,826 | |
| 4. PERFORMANCE BONUS | | | | |
| | At an indicative Payout of 50% | At an indicative Payout of 100% | | |
| PERFORMANCE BONUS | 4,713 | 9,425 | | |
| TOTAL GROSS SALARY (Inclusive of Performance Bonus) | 89,539 | 94,251 | | |
| OTHER BENEFITS | | | | |
| Scheme | Eligible Amount in INR | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SOFT LOAN | Fifty Thousand (Without Security) | @7% | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |



ANNEXURE II

NON-COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following: -

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purpose of this Non Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place :

Employee Signature :

Date :

Employee Name :Mr.Yogesh Kishor Rashinkar

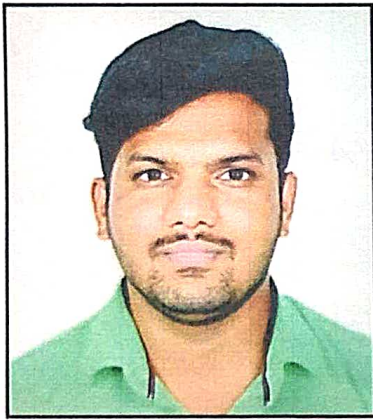
Acknowledged by Infosys Limited:



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Rafai Technologies Pvt. Ltd.



Akshay R. Godase

Manager Technology

Emp. ID : RTECH1014

Mobile : 9689944073

Employee Details

- Joining Date : 16th July 2021
- Email ID : akshay.godase@rafaitech.in
- DOB : 03 / 08 / 1997
- Pan No : COEPG6730F
- Adhar No : 3161 0210 9439
- Blood Group : A+ve
- REF. NO : 8975434724

Authorised Signature

HR

Principal

New Satara College of B.C.A.
Pandharpur.

Office No. S - 21, 2nd Floor,
South Block Sacred World,
Above MacDonald, Near Jagta
Chowk, Wanworie, Pune - 40
Ph. : 020 - 29515861



RAFAi

Date: 10-06-2021

To,

Mr. Akshay Godse

Pune.

Subject: Offer of employment

This is with reference to the interview(s); we are pleased to offer you a position of **Software Engineer at Rafai.**

Your salary will be **INR 4.08 Lakhs** per annum (CTC). Please refer **annexure A** for salary breakup.

You will be on probation for six months, which may be extended or reduced at the sole discretion of management.

You will be issued regular appointment letter after joining Rafai.

Please send the acknowledgement of offer by mail.

Yours Sincerely,

Javed Kazi

Rafai.
M.D



Rafai Computers Pvt. Ltd.

Sacred world, Office No S 21, 2nd floor, Near Jagtap chowk, Pune - 411 048, LL : +91 (020) 2951-5861 www.rafaicomputers.com


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Annexure A:

The Salary break up is as under:

| Salary Heads | Annual Amount in INR |
|-------------------------------------|-------------------------|
| Basic Salary | 28,000 |
| House Rent Allowance (HRA) | 6,000 |
| Deductions | 200 |
| COST TO COMPANY [Annual CTC] | 33,800 |

In addition to this, you would also be entitled to the following benefits after completion Of Probation period

- Medical Insurance of up to **INR 5 L p.a.**
- Term Insurance (covers natural and accidental) of Rs. 50Lac
- Annual Incentive as per company policy.



Rafai Computers Pvt. Ltd.

Sacred world, Office No S 21, 2nd floor, Near Jagtap chowk, Pune - 411 048, LL : +91 (020) 2951-5861 www.rafaicomputers.com


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**AU
SMALL
FINANCE
BANK**

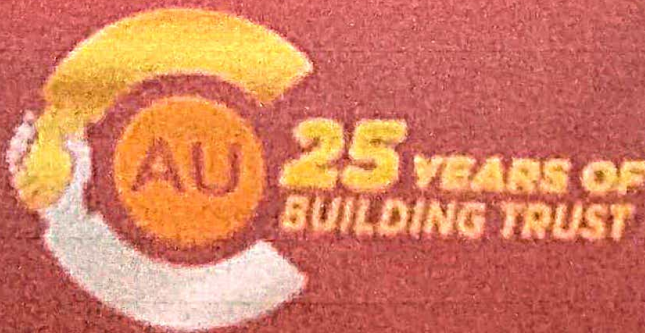
A SCHEDULED COMMERCIAL BANK



Kiran Ashok Devkar

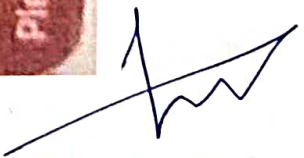
Employee Code : 266895

Sales



Please check the




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HR-Rec: /21-22/2272628

To,
Kiran

Kadabe Galli, Jagatap Hospital Javal , Pandaharpur, SOLAPUR-413304, Maharashtra, INDIA

Dear Kiran,

With reference to your application and the Subsequent interview you had with us we are pleased to appoint you as **Management Trainee in Sales** at our **Solapur - Saraswati Chowk** for a period of **twelve month commencing from March 14, 2022** at a consolidated stipend of **Rs. 19,750.00/-** per month.

Your training is subject to the following terms and conditions.

1. Your training may be terminated at any time with notice by the management. However, you may terminate your training at any time by giving 15 Days' notice to us.
2. During the training you will not act in a manner prejudicial, to the interest of the management of establishment.
3. You will be entitled to the benefits as suitable to your category. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
4. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or keys, Visiting Card, any other official belonging, etc., to the concerned department.
5. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
6. It is a specific conditions that if at any time during your training, it is established that you have been absorbed as a trainee under false pretence or on basis of false information or whatsoever, your training may be terminated immediately without any notice or without any payment in lieu of notice.
7. This offer of training is subject to your being found medically fit by the company's doctor or any other medical practitioner duty authorized by the company.
8. Professional tax as applicable shall be deducted as per rules.
9. Mobile CUG Connection will be provided by the Company as per policy.
10. Incentive will be provided by the Company as per policy.
11. You will be covered under GMC policy of the bank with the coverage of Rs.1,00,000 per annum.
12. Your Confirmation of the employment with the organization will be based on the performance & will be subject to the decision of management.

You will Report to **Mr. Sunil Shivaji Shinde**. You are requested to report at the following address:

AU SMALL FINANCE BANK LIMITED.

Nucleus Mall, 3rd Floor, Unit No. T9, Sadhu Vaswani Road, Agarkar Nagar, , , Pune, Maharashtra, IN-411001

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.

We are happy to welcome you to our organization and are confident that this will result in a mutually




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advantageous relationship.

Yours faithfully,
For AU Small Finance Bank Limited



Authorized Signatory

Human Resource Department

Acceptance

I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.

I accept and undertake to abide by the said terms and conditions.

Signature : _____

Date : _____

Place : _____



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Shopsense Retail Technologies Ltd.
(Formerly known as Shopsense Retail Technologies Pvt Ltd)
1st Floor, WeWork Vijay Diamond, Opp. SBI branch,
Cross Rd B, KondVita, Andheri East, Mumbai 400 093
MOB: +91 9321938025 | GN: U&ZP004E9272PLC236TH

Date: 17th May 2022

Gaurav Sathe
Flat No. 102, Devrai 6 - A Wing,
Near JSPM College, Narhe,
Pune 411 041

Subject: Letter of Intent

Dear Gaurav,
We are excited about the prospect of you joining Shopsense Retail Technologies Limited ("FYND"). This is your offer letter; the details are mentioned below:

Designation : Associate
Team : Design
Date of Joining : 20th June 2022
Offered Salary : INR 15,00,000/- Per annum

In the following pages you will find details regarding your salary, and benefits as well as additional things to know before starting.

If you have any questions or concerns, please feel free to reach out to the HR team (details below). We look forward to your response and working together.

Best Wishes


Thanking you,
For and on behalf of
Shopsense Retail Technologies Limited.

Farooq Adam
Whole Time Director

Sign here

dd.mm.yyyy hh:mm
Signatory Name




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आरोग्य सेवा



महाराष्ट्र शासन
उपजिल्हा रुग्णालय, पंढरपूर जिल्हा सोलापूर

| | | |
|---|---|--|
| कार्यालय दुरध्वनी- फॅक्स नं.- वेबसाईट - ई-मेल - | ☎ (०२१८६) २२५१०१ ☎ (०२१८६) २२५१०३ ☎ (०२१८६) २२६१६२ sdhpandharpur20@gmail.com | वैद्यकीय अधीक्षक वर्ग-१ (जिल्हा शाल्यचिकित्सक,संवर्ग) उपजिल्हा रुग्णालय पंढरपूर रामबाग जवळ, पंढरपूर जि. सोलापूर पि.को.- ४१३३०४ |
| आरोग्य सेवा | | जा.क्र.उजिरुप/आस्था/क.सेवा/२०२१/२१ दिनांक - ३०/११/२०२१ |

विषय :- पुनर्नियुक्ती देणेबाबत.....

संदर्भ :- महात्मा ज्योतीबा फुले जन आरोग्य योजनेअंतर्गत उपजिल्हा रुग्णालय पंढरपूर येथे कार्यरत मेडीकल कॅम्प को-ऑर्डिनेटर यांचे या कार्यालयास सादर केलेले पुनर्नियुक्ती मिळणेबाबतचे विनंती अर्ज व मुल्यांकन अहवाल

उपरोक्त संदर्भाय विषयान्वये आपणांस कंत्राटी पध्दतीने महात्मा ज्योतीबा फुले जन आरोग्य योजनेअंतर्गत एनआरएचएम च्या मार्गदर्शक तत्वानुसार मेडीकल कॅम्प को-ऑर्डिनेटर या पदासाठी उपजिल्हा रुग्णालय, पंढरपूर येथे खालील नमुद केलेल्या ठिक्कीपत्रा दिनांक २५/११/२०२१ते दिनांक २३/१०/२०२२ या ११ महिण्यांच्या कालावधीसाठी पुनर्नियुक्ती देणेत येत आहे.

| अ. क्र. | कर्मचाऱ्याचे नांव | पद | नेमणुक देण्यात आलेले ठिकाण |
|---------|-----------------------------|--|----------------------------|
| १ | श्री.आशुतोष प्रदीप भातलवंडे | महात्मा ज्योतीबा फुले जन आरोग्य योजनेअंतर्गत मेडीकल कॅम्प को-ऑर्डिनेटर | उपजिल्हा रुग्णालय पंढरपूर |

कंत्राटी (करार) पध्दतीने नेमणुकीच्या अटी व शर्ती खालील प्रमाणे आहेत.

१) केंद्र शासनाने /महाराष्ट्र शासनाने संबधित पदे नामंजूर केल्यास कोणत्याही कंत्राटी नियुक्ती / पुनर्नियुक्ती दिलेल्या कोणत्याही पदांची सेवा कोणतीही पुर्व सूचना न देता तात्काळ समाप्त करण्यात येतील.

२) योजनानिहाय आढावा घेऊन आवश्यकतेनुसार अधिकारी व कर्मचारी यांना एका योजनेतुन दुसऱ्या योजनेसाठी तसेच एका ठिकाणाहुन दुसऱ्या ठिकाणी स्थलांतरीत करण्यात येईल.



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- ३) सदरची नेमणूक ही करार पध्दतीवर निव्वळ तात्पुरत्या स्वरुपात तसेच पुर्णपणे कंत्राटी स्वरुपाची आहे. त्यास सध्या अस्तित्यात असणारे अगर पुढे होणारे भरती नियम लागू होणार नाहीत.
- ४) या कंत्राटी पध्दतीवर नियुक्ती करायच्या पदासाठी तुम्ही सादर केलेली शैक्षणिक अगर तत्सम कागदपत्रे खोटी असल्याचे निर्दर्शनास आल्यास आपली नेमणूक संपुष्टात आणण्यात येईल. तसेच या बद्दल आपल्या विरुध्द फौजदारी कार्यवाही करण्यात येईल.
- ५) सदरची नेमणूक तुमची पोलीस खात्याकडील पूर्वचारित्र्य व वर्तणूक अहवाल अनुकूल आहे. असे गृहीत धरून करण्यात येत असून ते अहवाल प्रतिकूल आसल्यास आपली सेवा संपुष्टात आणण्यात येईल.
- ६) नेमणूकीच्या ठिकाणी हजर होण्यासाठी प्रवास भत्ता अगर इतर काणतेही भत्ता देण्यात येणार नाही.
- ७) शासकीय नियमानुसार वर्षाला ०८ दिवस किरकोळ व ०७ दिवस वैद्यकिय रजा व शासकीय सुट्या अनुज्ञेय आहेत.
- ८) आपणास नेमून दिलेले काम असमाधानकारक आढळल्यास १ महिन्याची पूर्व सुचना देऊन आपली सेवा समाप्त केली जाईल.
- ०९) आपणास जर नौकरीचा राजीनामा घ्यायचा असेल तेव्हा एक महिन्याची आगाऊ नोटीस संबधीतांकडे देण आवश्यक राहिल. अन्यथा एक महिन्याचे पुर्ण मानधन भरणे बंधनकारक राहिल.
- १०) आपली नेमणूक करार पध्दतीची व तात्पुरत्या स्वरुपात असल्याने आपणास कोणत्याही न्यायालयात जाता येणार नाही.
- ११) शासन सेवा व शर्तीखाली ही नेमणूक नसल्याने त्या अनुषंगाने मिळणारे निवृत्ती वेतन, विमा योजना, भ नि नि अथवा तत्सम कोणत्याही प्रकारची लाभासाठी आपण पात्र राहणार नाही. अथवा ज्या पदावर नेमणूक केली आहे त्या पदावर कंत्राटी मध्ये नमुद केलेल्या मुदतीबाहेर कोणतेही अधिकार राहणार नाहीत.
- १२) हजर होणेपूर्वी या अटीच्या अनुषंगाने तयार करण्यात आलेले प्रतिज्ञापत्र/करारपत्र रु १०० चे स्टॅम्प पेपरवर पुर्ण करून सदरचे स्टॅम्प सदर कार्यालयात सादर करावे लागेल.
- १३) नियुक्तीच्या कालावधीत आपणांस कोणत्याही प्रकारची निवडणूक लढविता येणार नाही. अथवा निवडणुकीत भाग घेता येणार नाही. असे आढळून आल्यास आपली नियुक्ती संपुष्टात आणण्यात येईल.
- १४) वरीष्ठ कार्यालयाकडून दिलेल्या लेखी अथवा तोंडी आदेशाचे वेळोवेळी पालन करण्याचे आहे.

25/10
वैद्यकिय/अधिकाक
उपजिल्हा रुग्णालय पंढरपूर.

प्रति : श्री.आशुतोष प्रदीप भातलवंडे

मेडीकल कॅम्प को-ऑर्डिनेटर, महात्मा ज्योतीबा फुले जन आरोग्य योजना

प्रत माहीतीस्तव सविनय सादर

१. मा. जिल्हा शल्य चिकित्सक, श्री छ. शि. म. सर्वोपचार रुग्णालय सोलापूर.



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महाराष्ट्र शासन



आरोग्य सेवा
ओळख पत्र



नाव-श्री आशुतोष प्रदीप भातलवंडे
पद- एम.सी.सी.ओ.

कार्यालय: उपजिल्हा रुग्णालय पंढरपूर


धारकाची सही

वैद्यकीय अधिकारी (वॉन १)
उपजिल्हा रुग्णालय, पंढरपूर



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OPENVIEW TECHNOLOGIES PVT.LTD
4,Prabhat House, Damle Path , Off Law College Road,
Near IndSearch , Erandwane, Pune 411004

March 13, 2023

Mr. Parag Sunil Chavare,
Swami Vivekananda Nagar 2, Solapur, 004

Sub: Offer-cum-Appointment letter

Dear Parag Sunil Chavare,

We are pleased to offer you employment in our organization as "Desktop Support Engineer" subject to the following terms and conditions of employment:

- 1.0 Your appointment will be with effect on or before March 13, 2023. You must report for work on or before the date indicated above or else any change in the date of joining must be mutually agreed to, in writing. In case you fail to join duties on the agreed date, this offer will become null and void and will stand withdrawn automatically without any prior notice.
- 2.0 You will be on probation for a period of six months. On completion of the probation period, your performance will be reviewed and based on the review the status of your employment will be decided by the Company. Until confirmed in writing by the Company, you will continue to be on probation.
- 3.0 You will be paid a total monthly gross salary as mentioned in the enclosed salary structure & gross annual CTC of Rs 240,007 as per Annexure.
- 4.0 Working Hours & Holidays: You will follow the working hours and holiday calendar of the organization as per policy, amended from time to time. However, employees deployed at client sites are required to abide by the working hours and holiday calendar of the client's Work Location/Business Unit, as may be informed from time to time.
- 5.0 Background verification & Reference: This offer is subject to positive reference check and background verifications, to be conducted.
- 6.0 Posting & Transfer: Your place of work would be Pune, India. Your services are transferable to any department, branch office or establishment of the Company or its associates, subsidiaries, clients etc anywhere in India or abroad, in existence or in future.
- 7.0 Effect of Re-organization: You agree that if there is any reorganization of the Company, your employment shall stand modified to such other entity as the board of directors of the Company may determine.
- 8.0 Training: The Company has the right to send you for further training anywhere in India.

Regd Office: 4, Prabhat House, Damle Path, Off Law college road, Erandwane, Pune, 411004
CIN: U95700GMR2008PTC120479, email: contact@ovtl.com
Corp Office: 2nd Floor, Venkateshwar, e.B.A, Garbhav, Polye, Hosur Main Road, Bengaluru 560068 (Karnataka) India
91 80 4550 0300/300, Fax: 91 80 4550 0388




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9.0 Other Employment: You will be a full time employee of the Company and will not engage yourself elsewhere directly or indirectly for any work either honorary or for remuneration without prior written permission from the Company.

10.0 Attendance: If you remain absent for eight consecutive days without prior permission in writing or if you proceed on leave without sanction or over-stay the sanctioned leave for eight consecutive days without first getting it sanctioned, from your superiors, your services shall automatically come to an end and it will be presumed that you have abandoned the employment of your own accord. Under such circumstances, the Company will terminate your services without any notice or intimation.

11.0 Other Duties of the Employee:

11.1 You will abide by the Company's rules, regulations policies and procedures which are in force from time to time and applicable to you. Non-compliance of any of the terms of appointment and Company rules will invite disciplinary action;

11.2 You shall make full and true disclosure in writing to the Company of any direct or indirect interest or benefit that you derive/likely to derive in connection with any contractual arrangements of the Company. You shall also first obtain the consent of the Company before accepting such direct or indirect interest or benefit;

11.3 If you become aware of any fact which may relate to or affect the Company or any trade or business in which the Company is for the time being interested, you shall forthwith communicate the same in writing to the Company giving full particulars of the matters of which you are aware;

11.4 You shall not knowingly at any time make any untrue statement in relation to the Company and in addition shall not after the termination of the employment, represent yourself as being employed by or connected with the Company.

12.0 Indemnity: Without prejudice to any other right available to the Company in law or under equity, you shall be liable to compensate and indemnify, defend and hold harmless the Company, its affiliates, their directors, officers and employees, from and against losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorneys' fees and expenses) based upon, arising out of, or in relation to or otherwise in respect of breach of your obligations under this letter agreement.

13.0 Incapacity: If you are at any time incapacitated or prevented by illness, injury, accident or any other circumstances beyond your control (such incapacity or prevention being hereinafter referred to as "Incapacity") from discharging in full your duties for an aggregate period of more than one hundred and twenty working days in any period of twelve consecutive months, the Company may by notice in writing to you, given at any time whilst the Incapacity continues,

Regd Office: 4, Prabhat House, Damle Path, Off Law college road, Erandwane, Pune, 411004

CIN: U45200MH2002PTC180479, email: contact@ovtl.com

Corp Office: 2nd Floor, Venkatadani, 2,2A, Garchhavi Palya, Hosur Main Road, Bengaluru 560068 (Karnataka) Tele: 91 80 4550 0300/400, Fax: 91 80 4550 0482




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4,Prabhat House, Damle Path , Off Law College Road,
Near IndSearch , Erandwane, Pune 411004

cease payment in whole or in part of the salary payable hereunder on and from such date as may be specified in the notice until the incapacity ceases.

14.0 Termination:

14.1 Your employment will continue until termination in accordance with the terms of this agreement, your retirement or death whichever is earlier.

14.2 If you wish to resign from the services of the Company, you will need to provide Two months' notice. The Management reserves the right to accept payment which is equal to your Two month's basic salary in lieu of notice and can insist to serve the full notice period.

14.3 The Company has the right to terminate your services by giving Two months' notice or Basic salary in lieu of the same without assigning any reasons thereof.

14.4 Notwithstanding anything contained herein, in case you are found guilty of misconduct, including but not limited to dishonesty, disobedience, disorderly behavior, negligence, indiscipline, or any other conduct considered by the Company to be detrimental to Company's interests, or clients' interest or violation of one or more terms of this letter agreement, your services may be terminated with immediate effect, by a notice in writing (without salary in lieu of notice).

14.5 Upon termination of your employment for whatever reason, the Company shall not be obliged to make any further payment to you beyond the amount of any sums actually accrued on the date of termination and unpaid and the Company shall be entitled to offset and deduct from any such sums all and any amounts from time to time owing by you to the Company.

14.6 The Company reserves the right to suspend you on full pay for any period if, by reason of a requirement to investigate your conduct or for any reason whatsoever, the Company considers it in the best interests of the Company so to do.

14.7 If your employment is terminated by reason of the liquidation of the Company for the purposes of amalgamation or reconstruction and you are offered employment with any concern or undertaking resulting from such amalgamation or reconstruction, you shall have no claim against the Company in respect of the termination of your by the Company hereunder.

15.0 Performance Review: All salary increments, promotions will be at the sole discretion of the Company, however subject, to your overall performance. These will be conducted in line with the annual cycle for the company.

Head Office: A, Prabhat House, Damle Path, Off Law College Road, Erandwane, Pune, 411004
CIN: U17209MH2002PTC120479, email: contact@ovtl.com
Corp Office: 2nd Floor, Venkatarani S, 26, Garbhajana Palya, Hosur Main Road, Bengaluru 560068 (Karnataka) Tele:
91 80 4550 0100/400, Fax: 91 80 4550 0188



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16.0 Property: You will be responsible for safekeeping and return in good condition and order all or property, which may be in your use, custody and charge.

17.0 Intellectual Property Rights: You agree and acknowledge that all rights in the intellectual property of any nature whatsoever, including intellectual property which you solely or jointly conceive or develop or reduce to practice or cause to be conceived or developed or reduced to practice, during your employment ("IPR"), shall only belong to the Company and you shall have no such IPR. You shall, from time to time as may be requested by the Company, do all acts, deeds and things, including execution of necessary documents without charge or compensation, for fully and effectively vesting the IPR in the Company.

18.0 You acknowledge that the employment and the remuneration paid the Company to you is a good, valuable, and adequate consideration, to be bound by the terms and conditions of this letter agreement including the assignment of the IPR.

19.0 Conflict of Interest and Non-Disclosure

19.1 While employed by the Company, you shall devote your full working time to the Company's affairs and shall faithfully and diligently serve Company's interests. You shall not accept any other employment, part-time or otherwise, or engage in any commercial business or pursuit on your own account or as an agent for others unless specifically approved in writing by the Company.

19.2 You recognize and acknowledge that in order to enable the Company to perform services for its clients, such clients and/or third parties may furnish to the Company, Confidential Information; that the goodwill afforded to the Company depends upon, among other things, the Company and its employees keeping such services and information confidential.

19.3 You would also recognize and acknowledge that the Confidential Information is and shall remain the property of the Company. Nothing contained in this letter agreement shall be construed as granting any rights either as a licensee or otherwise in the Confidential Information.

19.4 You agree and undertake that, except as directed by the Company, you will not at any time, whether during or after your employment with the Company, disclose to any person or use any Confidential Information, or permit any person to examine and/or make copies of any documents which contain or are derived from Confidential Information, whether prepared by the Company or otherwise coming into your possession or control without the prior written permission of the Company.

19.5 In the event you are unsure of the nature of certain information, you undertake to treat such information as Confidential Information unless specifically informed to the contrary by the Company

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91 80 4550 0300/400, Fax: 91 80 4550 0488




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19.6 You agree that this letter agreement including the compensation details mentioned herein or any part thereof is a confidential subject matter and should not be discussed by you with any other employee except the Human Resource department before or during your employment with the Company.

19.7 "Confidential Information" shall mean data and information which is confidential and proprietary in nature, of the Company and/or its affiliates and/or pertaining to any third parties with which the Company and/or affiliates have relationships, and disclosed to or obtained by the employee or to which the employee has access in the course of [his/her] Employment or that is generated by or utilized in the operations of the Company and/or its affiliates and whether produced or reproduced in graphic, written, electronic or machine readable form or any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company and/or its affiliates and/or its competitors (present or potential).

20.0 Non-competition

20.1 You also agree that whilst you are an employee of the Company and for two years after termination of employment for any reason, or from the entry by a court of competent jurisdiction of a final judgment enforcing these restrictions, whichever is later, you will not directly or indirectly compete with the business of the Company from time to time.

20.2 The non-compete period referred to herein shall be extended by the length of time during which you shall have been in breach of the provisions of this Clause.

21.0 Non-Solicitation of Employees and Clients

21.1 The Company values its employees and requires fair protection from the loss of those employees. Both during your employment with the Company and for a period of two years following the date of termination of your employment, for any reason, you shall not, directly or indirectly, solicit any other Company employee to leave the Company's employment; solicit or undertake employment with any client of the Company or any organization where the employee has been taken or sent for training, deputation or secondment or professional work by the Company; as an employee, contractor or sub-contractor of any company, competitive products or services to Company clients or prospective clients with which you had any contact during your employment with the Company.

21.2 "Any contact" means and includes but not limited to any one or more of the following levels of contact: (a) involvement in a bid or contract proposal; or (b) oral or written communications with client or prospective client; or (c) one on-site visit to the client or prospective client; or (d) participation in interviews with the client or prospective client; or (e) identification as a key resource for the client or prospective client proposal.

21.3 You agree that the restrictions contained in this Clause on 'Non-Compete and Non-Solicitation' are reasonable in order to protect the respective legitimate business interests of the Company and all defenses as to the reasonableness of such restrictions are hereby waived by you and the Company.

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- 22.0 Computer and Internet Usage:** You shall comply with the Company's systems security policy and other security policies, which may be updated from time to time to take into account current legislation and business requirements. Additional information on these policies will be provided to you.
- 23.0 Retirement:** Your retirement from the services of the Company will be affected on your attaining of superannuation (presently sixty years).
- 24.0 Modification.** The Company reserves its right to amend or vary terms of this letter agreement from time to time.
- 25.0 Survival of Obligations.** Any provision or covenant of this letter agreement, which expressly, or by its nature, imposes obligations beyond the expiration, or termination of this Agreement, shall survive such expiration or termination. Without prejudice to the generality of the foregoing statement, the Clauses relating to termination of this letter agreement, conflict of interest and non-compete and intellectual property shall survive the termination of the expiration or termination of this letter agreement.
- 26.0 Assignment.** You acknowledge and agree that the Company may assign any of its rights under this letter agreement to any person or entity. This letter agreement is not assignable by you.
- 27.0 Severability:** The invalidity of any one or more of the aforesaid terms shall not affect the validity of the remaining terms of the letter and such remaining terms shall be fully enforceable.
- 28.0 Supersession:** This letter agreement supersedes all previous understandings, or agreements, oral or written, between you and the Company.
- 29.0 Counterparts:** This letter agreement may be signed in any number of counterparts, each of which is an original and all of which, taken together, constitutes one and the same instrument.
- 30.0 Dispute Resolution:** Any dispute between yourself and the Company must be resolved amicably. In case, the dispute is not settled mutually then the same must be referred to a sole arbitrator. In the event you and the Company are not being able to concur on the appointment of a sole arbitrator, then each of them shall be entitled to appoint an arbitrator each and the two arbitrators so appointed shall appoint the third arbitrator. The award of the arbitrator shall be final and binding on you and the Company. The place of arbitration shall be in Mumbai and the language to be used in the arbitral proceedings shall be English. The arbitration proceedings shall be governed by the Arbitration and Conciliation Act, 1996 or any enactment, modification or re-enactment thereof and by the laws of India.
- 31.0 Governing Law and Jurisdiction:** This letter agreement shall be interpreted and governed in all respects by the laws prevailing in India without regard for conflict of laws principles. The exclusive jurisdiction of the courts located in Mumbai, India alone and no other courts shall be entitled to entertain and try any dispute or matter relating to or arising out of this letter agreement.

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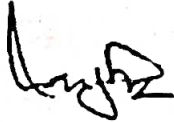
32.0 Code of Conduct:

- a) Your adherence to the Policies and Procedures is vital to your success. When you sign this letter of appointment, you are agreeing to thoroughly familiarize yourself with the Policies and you are agreeing to abide by them.
- b) You also agree that after commencement of employment with us, to access the Human Resources Website and ensure compliance as mentioned in the new hire section. Additionally, from time to time, will communicate important information about its policies by way of electronic mail notification and/or the intranet.

By signing this agreement, you agree to thoroughly review these policy communications and to abide by them.

We are confident about your abilities and sincerely hope to establish a mutually rewarding relationship. Please sign this letter and the additional terms and conditions forming the part of the employment letter, at the designated area and return the copy to our office as acceptance of your employment offer. All of us at wish you good luck in your new assignment and extend a very warm welcome to our organization.

Yours Sincerely, For OpenView Technology Pvt Ltd.,



Varghise k
Vice President - HR and Admin

ACCEPTANCE OF APPOINTMENT


I, Parag Sunil Chavare , accept all the above terms and conditions of Employment.

Signature of Employee

Date

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ANNEXURE

COMPENSATION DETAILS

| COMPENSATION DETAILS | | |
|---------------------------------|--------------------------|--------------------|
| Name | Parag Sunil Chavare | |
| Designation | Desktop Support Engineer | |
| Grade | P02 | |
| Location | Pune | |
| Date Of Joining | March 13, 2023 | |
| COMPONENTS | Amount PM (In Rs.) | Amount PA (In Rs.) |
| Basic | 13,070 | 156,840 |
| HRA | 3,083 | 36,991 |
| Statutory Bonus (Advance Pay) | 1,090 | 13,080 |
| GROSS SALARY | 17,243 | 206,911 |
| <u>Retiral / Other Benefits</u> | | |
| PF - Employer Contribution | 1,569 | 18,828 |
| Gratuity | 629 | 7,548 |
| ESIC / Mediclaim | 560 | 6,720 |
| Total CTC | 20,001 | 240,007 |

Note: Each component of the compensation package is subject to income tax rules as applicable from time to time.

Yours Sincerely, For OpenView Technologies Pvt Ltd.,

Varghise k
Vice President - HR and Admin

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Ref: TCSL/DT20217863341/1660844/Hyderabad

Date: 04 January 2022

MR. ROHIT DNYANDEO RITOND
Near Hanuman Temple Ropale,
Ropale, Ropale,
MAHARASHTRA-413304.
Tel# 917387600518

Sub: Joining Letter

Dear Mr. Rohit Dnyandeo Ritond,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **20th January 2022**, your joining location is **Pune**, work location is **Pune** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLCO84781



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter



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TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

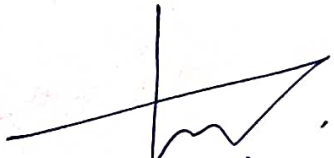
The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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Corporate Identification Number (CIN): L22210MH1995PLCO84781



100209
Amruta Shinde
Fin. Executive




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IMAGINATION TO INNOVATION

REDPHANTOM TECH NOVELTY PVT LTD

Office No 10/11/12/12A, 7th floor, 'A' Wing,

City Vista, Kharadi, Pune-411014.

JOB OFFER

May 22, 2023

Dear **Amruta Shinde**,

Thank you for exploring career opportunities with **RedPhantom Tech Novelty Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an Offer of employment.

This Offer is based on your profile and performance in the selection process. You have been selected for the position of **Junior Financial Executive**.

CTC Package: INR **2,16,000/-**

The salary shall be INR **18,000** per month. Kindly confirm your acceptance of this online through '**Acceptance Email**'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of RPTN this offer will be automatically withdrawn.

Joining Date: May 22, 2023.

Office Time: 9 AM to 6 PM. (Monday to Friday)

Reporting Location: Office No-10/11/12/12A, 7th floor, A wing, City Vista, Kharadi, Pune - 411014.

You are expected to make sure that you will have a laptop. You will be dealing with confidential data of the company and its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company.

You shall indemnify the company against any loss or damage caused by a) negligence on your side b) misrepresentation or breach of agreement caused by you. We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us by **May 22, 2023**. Feel free to reach us at **hr@rptechnovelty.com** anytime if you have any questions about anything at all. We look forward to you joining our mission to shape the future of advertising.



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