RESULT OF MAJOR AND MINOR PROJECTS OF ALL PROGRAMS 2023-24

CIVIL ENGINEERING

ENROLLMENTN	NAME	REGISTRATIONCODE	SUBJECTDESC	GRADE
201635	SOMENDER	2023ODDSEM	MAJOR PROJECT-I	B+
201627	PRANJAL SRIVASTAVA	2023ODDSEM	MAJOR PROJECT-I	B+
201604	PHURPA DORJI	2023ODDSEM	MAJOR PROJECT-I	A+
201614	SHASHWAT NANDAN	2023ODDSEM	MAJOR PROJECT-I	A
201601	PARAS SHARMA	2023ODDSEM	MAJOR PROJECT-I	B+
201615	NEEYATI GUPTA	2023ODDSEM	MAJOR PROJECT-I	A+
201606	SONAM PELZOM	2023ODDSEM	MAJOR PROJECT-I	A+
201620	SAURABH KHARYAL	2023ODDSEM	MAJOR PROJECT-I	A
201642	MOHIT THAKUR	2023ODDSEM	MAJOR PROJECT-I	B+
201631	KARAN SHARMA	2023ODDSEM	MAJOR PROJECT-I	A
201639	SIDHARTH DOGRA	2023ODDSEM	MAJOR PROJECT-I	B+
201638	KANAV SHARMA	2023ODDSEM	MAJOR PROJECT-I	A
201621	SHARAD SINGH	2023ODDSEM	MAJOR PROJECT-I	A
201618	ASTHA SHARMA	2023ODDSEM	MAJOR PROJECT-I	A+
201625	ARUSHI	2023ODDSEM	MAJOR PROJECT-I	A
201628	ANKIT RAVI	2023ODDSEM	MAJOR PROJECT-I	A
201612	JITENDER VERMA	2023ODDSEM	MAJOR PROJECT-I	B+
201623	CHANDAN	2023ODDSEM	MAJOR PROJECT-I	B+
201602	PIYUSH CHAUHAN	2023ODDSEM	MAJOR PROJECT-I	A+
201619	JATIN GUPTA	2023ODDSEM	MAJOR PROJECT-I	A
201626	PRATEEK SHARMA	2023ODDSEM	MAJOR PROJECT-I	B+
201632	UTKARSH SINGH	2023ODDSEM	MAJOR PROJECT-I	A+
201603	KARMA YEOZER	2023ODDSEM	MAJOR PROJECT-I	A+
201617	PRAMOD KUMAR	2023ODDSEM	MAJOR PROJECT-I	A
201629	AVISHYA JASWAL	2023ODDSEM	MAJOR PROJECT-I	B+
201637	ADITYA RANA	2023ODDSEM	MAJOR PROJECT-I	B+
201605	DECHEN WANGMO	2023ODDSEM	MAJOR PROJECT-I	A+
201634	DIVYAM NAGRAIK	2023ODDSEM	MAJOR PROJECT-I	B+

BIOTECHNOLOGY and BIOINFORMATICS

OLLMEN	NAME	REGISTRATIO	SUBJECTDESC	GRADE
201803	VAIBHAV TIWARI	2023ODDSEM	MAJOR PROJECT-I	A

201815	GAURAV MADDHESHIYA	2023ODDSEM	MAJOR PROJECT-I	B+
201816	SHRIYA THAKUR	2023ODDSEM	MAJOR PROJECT-I	B+
201817	DRISHTI AWASTHI	2023ODDSEM	MAJOR PROJECT-I	A+
201811	MUSKAN SHARMA	2023ODDSEM	MAJOR PROJECT-I	A
201809	PRANJALI SHARMA	2023ODDSEM	MAJOR PROJECT-I	B
201812	DEVANSH SRIVASTAVA	2023ODDSEM	MAJOR PROJECT-I	B
201806	KARISHMA	2023ODDSEM	MAJOR PROJECT-I	B+
201804	DEEVYANI KAPLAS	2023ODDSEM	MAJOR PROJECT-I	A+
201813	ISHITA SATIJA	2023ODDSEM	MAJOR PROJECT-I	A+
201808	BHAVINI SHARMA	2023ODDSEM	MAJOR PROJECT-I	B
201810	WAKEETA SHARMA	2023ODDSEM	MAJOR PROJECT-I	B
201814	AYUSHI	2023ODDSEM	MAJOR PROJECT-I	B+
201807	VIPASHA SHER	2023ODDSEM	MAJOR PROJECT-I	A+

COMPUETR SCIENCE ENGINEERING AND INFORMATION TECHNOLOGY

OLLMEN	**NAME**	**REGISTRATIO**	**SUBJECTDESC**	**GRADE**
211381	SHIVANSH KATOCH	2024EVESEM	MINOR PROJECT-II	B+
211245	TANUJ DWIVEDI	2024EVESEM	MINOR PROJECT-II	B+
211404	VIPANSHU VASHISHT	2024EVESEM	MINOR PROJECT-II	B+
211221	AAYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211452	ADITYA KAPOOR	2024EVESEM	MINOR PROJECT-II	B+
211224	PARUL SHAH	2024EVESEM	MINOR PROJECT-II	B+
211474	TANU SINGH	2024EVESEM	MINOR PROJECT-II	B+
211507	ABHIJEET KHOKHAR	2024EVESEM	MINOR PROJECT-II	B+
211516	KINZANG WANGDI	2024EVESEM	MINOR PROJECT-II	B+
211260	RITIK THAKUR	2024EVESEM	MINOR PROJECT-II	B+
211111	ROODRANSH MEHTA	2024EVESEM	MINOR PROJECT-II	B+
211239	SHAILEN SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211152	SHASHAANK VERMA	2024EVESEM	MINOR PROJECT-II	B+
211337	TANMAY TOMAR	2024EVESEM	MINOR PROJECT-II	B+
211315	ANIKET RAWAT	2024EVESEM	MINOR PROJECT-II	B+
211314	ANSH KUMAR	2024EVESEM	MINOR PROJECT-II	B+
211398	ANUROOP SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	B+
211401	DHRUV SINGH KASHYAP	2024EVESEM	MINOR PROJECT-II	B+
211268	KSHITIJ MAHAJAN	2024EVESEM	MINOR PROJECT-II	B+
211243	YASH VARDHAN KAPIL	2024EVESEM	MINOR PROJECT-II	B+
211147	YASHOVARDHAN SINGH	2024EVESEM	MINOR PROJECT-II	B+

211102	AAYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211241	UMANG VERMA	2024EVESEM	MINOR PROJECT-II	B+
211347	VISHAL CHETTRI	2024EVESEM	MINOR PROJECT-II	B+
211203	ARNAV VASHISTH	2024EVESEM	MINOR PROJECT-II	B+
211388	DIVESH KAPIL	2024EVESEM	MINOR PROJECT-II	B+
211294	GOURAV GUPTA	2024EVESEM	MINOR PROJECT-II	B+
211531	KAVISH VYAS	2024EVESEM	MINOR PROJECT-II	B+
211274	RAVJOT SINGH SURA	2024EVESEM	MINOR PROJECT-II	B+
211240	SARVEKSH	2024EVESEM	MINOR PROJECT-II	B+
211135	SUSHEN SINGH RANA	2024EVESEM	MINOR PROJECT-II	B+
211164	ABHISHEK SINGH	2024EVESEM	MINOR PROJECT-II	B
211325	ADITYA BANSAL	2024EVESEM	MINOR PROJECT-II	B
211263	KISHLAY	2024EVESEM	MINOR PROJECT-II	B
211101	NIKHIL GULERIA	2024EVESEM	MINOR PROJECT-II	B
211155	SHAURYA NAGPAL	2024EVESEM	MINOR PROJECT-II	B
211514	TARISHA KAPLEX	2024EVESEM	MINOR PROJECT-II	B
211413	ANSHUL	2024EVESEM	MINOR PROJECT-II	B
211256	EKLAVYA SHARMA	2024EVESEM	MINOR PROJECT-II	B
211524	NISHI	2024EVESEM	MINOR PROJECT-II	B
211264	AKARSH RASTOGI	2024EVESEM	MINOR PROJECT-II	B
211368	TANDIN GYELTSHEN	2024EVESEM	MINOR PROJECT-II	B
211228	TEJUS BAJPAI	2024EVESEM	MINOR PROJECT-II	B
211310	ABHIYASH SINGH	2024EVESEM	MINOR PROJECT-II	B
211148	ADITYA GULERIA	2024EVESEM	MINOR PROJECT-II	B
211354	SHIVANK KATOCH	2024EVESEM	MINOR PROJECT-II	B
211366	SIDDHARTH SUHAG	2024EVESEM	MINOR PROJECT-II	B
211273	PRITHAK DAHIYA	2024EVESEM	MINOR PROJECT-II	B
201260	YASHASWI	2024EVESEM	MINOR PROJECT-II	B
201231	ANUBHAV THAKUR	2024EVESEM	MINOR PROJECT-II	B
211362	GAGAN DEEP	2024EVESEM	MINOR PROJECT-II	B
201505	PRATYUSH DENGTA	2024EVESEM	MINOR PROJECT-II	B
211265	SUJAL SHARMA	2024EVESEM	MINOR PROJECT-II	B
211262	ASTIK TYAGI	2024EVESEM	MINOR PROJECT-II	B
211258	BHARAT MANDAL	2024EVESEM	MINOR PROJECT-II	B
211508	AMBAR PANDEY	2024EVESEM	MINOR PROJECT-II	C+
211371	AARUSH THAKUR	2024EVESEM	MINOR PROJECT-II	C+
211171	NAMAN PRATAP SINGH	2024EVESEM	MINOR PROJECT-II	A+

211389	ABHISHEK SAINI	2024EVESEM	MINOR PROJECT-II	C+
211394	DEV VERMA	2024EVESEM	MINOR PROJECT-II	C+
211512	KUNAL THAKUR	2024EVESEM	MINOR PROJECT-II	C
211527	RAGHAV SHARMA	2024EVESEM	MINOR PROJECT-II	C
211542	ANSHUL KAPOOR	2024EVESEM	MINOR PROJECT-II	D
211519	SAJAL KHATRI	2024EVESEM	MINOR PROJECT-II	D
201399	SHIVANSH	2024EVESEM	MINOR PROJECT-II	D
211353	DAKSH SHARMA	2024EVESEM	MINOR PROJECT-II	D
211231	ARYAN SOOD	2024EVESEM	MINOR PROJECT-II	F
211545	AKSHAY SINGH THAKUR	2024EVESEM	MINOR PROJECT-II	F
211546	ANISH GUPTA	2024EVESEM	MINOR PROJECT-II	F
211348	ANMOL AGGARWAL	2024EVESEM	MINOR PROJECT-II	F
201523	ARNAV VERMA	2024EVESEM	MINOR PROJECT-II	F
211343	SHAMBHAVI SINGH	2024EVESEM	MINOR PROJECT-II	A+
211307	SYED MOHAMMAD	2024EVESEM	MINOR PROJECT-II	A+
211372	VIDUSHI	2024EVESEM	MINOR PROJECT-II	A+
211489	ADITYA SONI	2024EVESEM	MINOR PROJECT-II	A+
211472	ISHITA GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211477	MANAS BAJPAI	2024EVESEM	MINOR PROJECT-II	A+
211458	PALAK BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A+
211397	PIYUSH JOSHI	2024EVESEM	MINOR PROJECT-II	A+
211486	SATUTI SETH	2024EVESEM	MINOR PROJECT-II	A+
211193	AAYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211166	ACHINTYA MISRA	2024EVESEM	MINOR PROJECT-II	A+
211175	AGANAY SAMBYAL	2024EVESEM	MINOR PROJECT-II	A+
211161	DIVYANSH SEHGAL	2024EVESEM	MINOR PROJECT-II	A+
211361	ROHAN KAUSHIK	2024EVESEM	MINOR PROJECT-II	A+
211559	SEHAJPREET KAUR	2024EVESEM	MINOR PROJECT-II	A+
211119	SHIVAM DESWAL	2024EVESEM	MINOR PROJECT-II	A+
211417	AMAN SHRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211425	DEEPANSHU	2024EVESEM	MINOR PROJECT-II	A+
211430	HARSH RAJ	2024EVESEM	MINOR PROJECT-II	A+
211383	PRANAV BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A+
211420	SARTHAK KUROTHE	2024EVESEM	MINOR PROJECT-II	A+
211560	SHASHWAT SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211440	SUVRT SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211485	VIDHI JAISWAL	2024EVESEM	MINOR PROJECT-II	A+

211487	YUVRAJ KHANNA	2024EVESEM	MINOR PROJECT-II	A+
211290	APARNA SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211479	ARPIT SANGRAI	2024EVESEM	MINOR PROJECT-II	A+
211301	CHANDAN KUMAR	2024EVESEM	MINOR PROJECT-II	A+
211541	KESHAV SINGH	2024EVESEM	MINOR PROJECT-II	A+
211299	RAGHAV BANSAL	2024EVESEM	MINOR PROJECT-II	A+
211444	SAKSHAM SINGH	2024EVESEM	MINOR PROJECT-II	A+
211157	SIDDHARTH THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211396	TANMAY PARASHAR	2024EVESEM	MINOR PROJECT-II	A+
211184	AADYA THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211225	AALI SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211216	AAVISHKAR	2024EVESEM	MINOR PROJECT-II	A+
211326	ADITI PANDEY	2024EVESEM	MINOR PROJECT-II	A+
211156	ANKUSH SINGH	2024EVESEM	MINOR PROJECT-II	A+
211168	ANUSHREE SINGH	2024EVESEM	MINOR PROJECT-II	A+
211318	ARNAV CHHOKRA	2024EVESEM	MINOR PROJECT-II	A+
211114	AWANISH THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211259	AYUSH GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211141	CHETANYA AGARWAL	2024EVESEM	MINOR PROJECT-II	A+
211149	DEVANSH DHAWAN	2024EVESEM	MINOR PROJECT-II	A+
211140	MANAV GAUTAM	2024EVESEM	MINOR PROJECT-II	A+
211296	SHARDUL SINGH PATIAL	2024EVESEM	MINOR PROJECT-II	A+
211421	SHASHANK SINGH	2024EVESEM	MINOR PROJECT-II	A+
211295	SHAURYA THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211177	SHRUTI	2024EVESEM	MINOR PROJECT-II	A+
211183	VAIBHAV KUMAR GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211279	AAYUSH GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211205	ADUVITI GANDOTRA	2024EVESEM	MINOR PROJECT-II	A+
211143	ANUJA PUROHIT	2024EVESEM	MINOR PROJECT-II	A+
211283	DEVESH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211422	ISHIKA SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211557	JASHANJOT SINGH	2024EVESEM	MINOR PROJECT-II	A+
211188	KARTIKEY ATTRI	2024EVESEM	MINOR PROJECT-II	A+
211438	NIHARIKA	2024EVESEM	MINOR PROJECT-II	A+
211402	PRANJAL THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211272	RISHAB THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211423	SAKSHAM ANGIRASH	2024EVESEM	MINOR PROJECT-II	A+

211206	SHASHANK GOEL	2024EVESEM	MINOR PROJECT-II	A+
211364	VANSHI GOYAL	2024EVESEM	MINOR PROJECT-II	A+
211377	VIVEK KUMAR KATARIA	2024EVESEM	MINOR PROJECT-II	A+
211112	AAMYA CHAUHAN	2024EVESEM	MINOR PROJECT-II	A+
211201	AARYAN SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211548	AAYUSH GIRDHAR	2024EVESEM	MINOR PROJECT-II	A+
211230	ADITYA GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211269	ADITYA SOOD	2024EVESEM	MINOR PROJECT-II	A+
211160	HARDIK SANGAL	2024EVESEM	MINOR PROJECT-II	A+
211200	HARSHIT SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211520	ISHIKA SONI	2024EVESEM	MINOR PROJECT-II	A+
211429	JASMEEN KAUR	2024EVESEM	MINOR PROJECT-II	A+
211488	KARAN RANA	2024EVESEM	MINOR PROJECT-II	A+
211131	NANDINI AGGARWAL	2024EVESEM	MINOR PROJECT-II	A+
211139	NITISH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211439	SHAURYA KASHYAP	2024EVESEM	MINOR PROJECT-II	A+
211180	SHIVANSH	2024EVESEM	MINOR PROJECT-II	A+
211312	TANISHA CHAUBEY	2024EVESEM	MINOR PROJECT-II	A+
211465	UTSAV TYAGI	2024EVESEM	MINOR PROJECT-II	A+
211303	VAASU SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211232	VANSH ANAND	2024EVESEM	MINOR PROJECT-II	A+
211124	AKSHAY	2024EVESEM	MINOR PROJECT-II	A+
211450	ANTRIKSH DUBEY	2024EVESEM	MINOR PROJECT-II	A+
211136	ANUSKA SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211130	ARYAMAN TIWARI	2024EVESEM	MINOR PROJECT-II	A+
211179	AYUSH SINGH	2024EVESEM	MINOR PROJECT-II	A+
211132	DEEP SHEKHAR	2024EVESEM	MINOR PROJECT-II	A+
211418	GEETANSH SINGH	2024EVESEM	MINOR PROJECT-II	A+
211414	HRIDAY VERMA	2024EVESEM	MINOR PROJECT-II	A+
211322	OM VISHAL	2024EVESEM	MINOR PROJECT-II	A+
211327	PRAKHAR VARSHNEY	2024EVESEM	MINOR PROJECT-II	A+
211320	PURVA GOYAL	2024EVESEM	MINOR PROJECT-II	A+
211297	RITESH CHAUHAN	2024EVESEM	MINOR PROJECT-II	A+
211308	SHIVANSH KUSHWAHA	2024EVESEM	MINOR PROJECT-II	A+
211128	SRISHTI AGGARWAL	2024EVESEM	MINOR PROJECT-II	A+
211142	TEJAS BOGRA	2024EVESEM	MINOR PROJECT-II	A+
211105	UJJWAL PATHAK	2024EVESEM	MINOR PROJECT-II	A+

211117	VINAYAK SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211233	ADARSH MAHAJAN	2024EVESEM	MINOR PROJECT-II	A
211492	ADITI KATARA	2024EVESEM	MINOR PROJECT-II	A
211196	ADITYA SINGH VERMA	2024EVESEM	MINOR PROJECT-II	A
211198	AKHIL DHAWAN	2024EVESEM	MINOR PROJECT-II	A
211300	ANURAG SINGH	2024EVESEM	MINOR PROJECT-II	A
211284	ARYAN KARMANI	2024EVESEM	MINOR PROJECT-II	A
211287	KOUSTUBH PUROHIT	2024EVESEM	MINOR PROJECT-II	A
211103	PRANAV UPADHYAY	2024EVESEM	MINOR PROJECT-II	A
211380	PRATHAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211229	RAGHAV SINGAL	2024EVESEM	MINOR PROJECT-II	A
211466	RITWIJA DEEP	2024EVESEM	MINOR PROJECT-II	A
211178	SHWETABH VIKRAM	2024EVESEM	MINOR PROJECT-II	A
211338	UJJWAL MINHAS	2024EVESEM	MINOR PROJECT-II	A
211194	ADITYA SINGH	2024EVESEM	MINOR PROJECT-II	A
211475	AKANKSHA CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211456	AMRITANSH SHARMA	2024EVESEM	MINOR PROJECT-II	A
211107	ASHI GUPTA	2024EVESEM	MINOR PROJECT-II	A
211506	AYUSH PRATAP SINGH	2024EVESEM	MINOR PROJECT-II	A
211550	DIVYANSHU SINGH	2024EVESEM	MINOR PROJECT-II	A
211151	ISHITA MISHRA	2024EVESEM	MINOR PROJECT-II	A
211436	JEETESH SAINI	2024EVESEM	MINOR PROJECT-II	A
211173	KSHITIZ TAYAL	2024EVESEM	MINOR PROJECT-II	A
211280	LAKSHAY	2024EVESEM	MINOR PROJECT-II	A
211234	MEGHNA THAKUR	2024EVESEM	MINOR PROJECT-II	A
211355	NANDINI SAINI	2024EVESEM	MINOR PROJECT-II	A
211411	NILAKSHI SHARMA	2024EVESEM	MINOR PROJECT-II	A
211242	RAJAT KUMAR	2024EVESEM	MINOR PROJECT-II	A
211375	SAKSHAM VERMA	2024EVESEM	MINOR PROJECT-II	A
211319	SHOBHIT GUPTA	2024EVESEM	MINOR PROJECT-II	A
211210	SHSHANK JOSHI	2024EVESEM	MINOR PROJECT-II	A
211282	SHUBHAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211384	SURYANSH SHARMA	2024EVESEM	MINOR PROJECT-II	A
211204	TANISHA	2024EVESEM	MINOR PROJECT-II	A
211393	YASH AGARWAL	2024EVESEM	MINOR PROJECT-II	A
211172	ADITYA SINHA	2024EVESEM	MINOR PROJECT-II	A
211437	ANANT KUMAR GUPTA	2024EVESEM	MINOR PROJECT-II	A

211144	ARADHYA	2024EVESEM	MINOR PROJECT-II	A
211403	DHRUV YADAV	2024EVESEM	MINOR PROJECT-II	A
211126	ISHITA VERMA	2024EVESEM	MINOR PROJECT-II	A
211607	KENCHO DORJI	2024EVESEM	MINOR PROJECT-II	A
211276	KHUSHI BHATI	2024EVESEM	MINOR PROJECT-II	A
211378	NAYAN PURI	2024EVESEM	MINOR PROJECT-II	A
211449	PRANJAL BANSAL	2024EVESEM	MINOR PROJECT-II	A
211182	PRANJAL SHARMA	2024EVESEM	MINOR PROJECT-II	A
211400	PRANJAL THAKUR	2024EVESEM	MINOR PROJECT-II	A
211253	PULKIT CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211169	SHIVANSH	2024EVESEM	MINOR PROJECT-II	A
211246	SIYA KALIA	2024EVESEM	MINOR PROJECT-II	A
211426	VISMAY SINGH	2024EVESEM	MINOR PROJECT-II	A
211189	YASHASHVI AGNIHOTRI	2024EVESEM	MINOR PROJECT-II	A
211254	AANCHAL AGGARWAL	2024EVESEM	MINOR PROJECT-II	A
211360	AAYUSH GUPTA	2024EVESEM	MINOR PROJECT-II	A
211340	AKSHARA GUPTA	2024EVESEM	MINOR PROJECT-II	A
211270	AKSHIT THAKUR	2024EVESEM	MINOR PROJECT-II	A
211220	ASHISH KUMAR RANA	2024EVESEM	MINOR PROJECT-II	A
211127	PRADYUMN VASHISHT	2024EVESEM	MINOR PROJECT-II	A
211374	SARTHAK RAWAT	2024EVESEM	MINOR PROJECT-II	A
211170	SHAGUN	2024EVESEM	MINOR PROJECT-II	A
211104	SHREYA BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211192	UTKARSH SHRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A
211167	VANSHIKA JAIN	2024EVESEM	MINOR PROJECT-II	A
211480	ANSH BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211199	ARPAN CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211385	AKSHIT SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211392	ARYAM	2024EVESEM	MINOR PROJECT-II	A+
211257	NAMAN VERMA	2024EVESEM	MINOR PROJECT-II	A+
211213	NITISH KUMAR GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211211	SARVESH PRASAD	2024EVESEM	MINOR PROJECT-II	A+
211442	SIMRAN	2024EVESEM	MINOR PROJECT-II	A+
211484	MOHIT PAL	2024EVESEM	MINOR PROJECT-II	A+
211478	NIKHILESH	2024EVESEM	MINOR PROJECT-II	A+
211323	PRERNA KEWAT	2024EVESEM	MINOR PROJECT-II	A+
211219	KANAV GUPTA	2024EVESEM	MINOR PROJECT-II	A+

211351	RISHAV	2024EVESEM	MINOR PROJECT-II	A+
211555	AAKARSHAN SINGH	2024EVESEM	MINOR PROJECT-II	A+
211435	AKSHIT SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211432	RITIKA	2024EVESEM	MINOR PROJECT-II	A+
211252	SANSKRITI PRIYA	2024EVESEM	MINOR PROJECT-II	A+
211236	SHRUTI SHREE	2024EVESEM	MINOR PROJECT-II	A+
211286	CHIRAG DIWAN	2024EVESEM	MINOR PROJECT-II	A
211412	GAURAV ANAND	2024EVESEM	MINOR PROJECT-II	A
211523	PRANAV RAJPUT	2024EVESEM	MINOR PROJECT-II	A
211138	RITESH DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211217	RUCHIR DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211261	SANYAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211365	SHIVAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211271	SHIVEN SINGH	2024EVESEM	MINOR PROJECT-II	A
211386	AKSHAT KAUNDAL	2024EVESEM	MINOR PROJECT-II	A
211187	ANAMYA VERMA	2024EVESEM	MINOR PROJECT-II	A
211339	ANSH MEHROTRA	2024EVESEM	MINOR PROJECT-II	A
211306	ARYAN RANA	2024EVESEM	MINOR PROJECT-II	A
211346	DIVYANSHU PANDEY	2024EVESEM	MINOR PROJECT-II	A
211165	MANAS TIWARI	2024EVESEM	MINOR PROJECT-II	A
211238	MUDIT SHARMA	2024EVESEM	MINOR PROJECT-II	A
211342	PRAKHAR VARSHNEY	2024EVESEM	MINOR PROJECT-II	A
211202	SHIVANSH MEHROTRA	2024EVESEM	MINOR PROJECT-II	A
211191	SHUBH SAXENA	2024EVESEM	MINOR PROJECT-II	A
211408	SONAM CHODEN	2024EVESEM	MINOR PROJECT-II	A
211214	SRISHTI RANA	2024EVESEM	MINOR PROJECT-II	A
211163	VARUNI CHANDEL	2024EVESEM	MINOR PROJECT-II	A
211277	AADITYA JAIN	2024EVESEM	MINOR PROJECT-II	A
211154	ADITYA PRATAP SINGH	2024EVESEM	MINOR PROJECT-II	A
211250	ADITYA SINGH PADIYAR	2024EVESEM	MINOR PROJECT-II	A
211109	AKSHIT CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211275	ANSUL CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211447	DHARYA BRAGTA	2024EVESEM	MINOR PROJECT-II	A
211518	JESSICA SINGH KASHYAP	2024EVESEM	MINOR PROJECT-II	A
211556	YUVIKA DHIMAN	2024EVESEM	MINOR PROJECT-II	A+
211461	YATHARTH	2024EVESEM	MINOR PROJECT-II	A+
211293	ISHA	2024EVESEM	MINOR PROJECT-II	A+

211399	JATIN RAJPUT	2024EVESEM	MINOR PROJECT-II	A+
211106	PARTH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211288	PRACHI VARSHNEY	2024EVESEM	MINOR PROJECT-II	A+
211186	PARTH CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211285	SAHIL DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211529	SHUBHI SACHAN	2024EVESEM	MINOR PROJECT-II	A
211528	SNEHAL CHOUDHARY	2024EVESEM	MINOR PROJECT-II	A
211122	TANISHQ KOUNDAL	2024EVESEM	MINOR PROJECT-II	A
211606	TASHI WANGDI	2024EVESEM	MINOR PROJECT-II	A
211244	UTSAV GOLIYAN	2024EVESEM	MINOR PROJECT-II	A
211525	VISHIB PARTAP SLATHIA	2024EVESEM	MINOR PROJECT-II	A
211481	ADITYA DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211110	ARUN THAKUR	2024EVESEM	MINOR PROJECT-II	A
211176	AVI JAISWAL	2024EVESEM	MINOR PROJECT-II	A
211544	HARSHITA CHANDHOK	2024EVESEM	MINOR PROJECT-II	A
211552	ISHAN	2024EVESEM	MINOR PROJECT-II	A
211445	KARAN SINGH	2024EVESEM	MINOR PROJECT-II	A
211540	KUSHA SHARMA	2024EVESEM	MINOR PROJECT-II	A
211291	MANAV LUKAR	2024EVESEM	MINOR PROJECT-II	A
211317	MAYANK KUMAR	2024EVESEM	MINOR PROJECT-II	A
211120	SAKSHAM GUPTA	2024EVESEM	MINOR PROJECT-II	A
211150	SAMRITI THAKUR	2024EVESEM	MINOR PROJECT-II	A
211441	SATVIKA SINGH	2024EVESEM	MINOR PROJECT-II	A
211158	ABHIMANYU CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211443	ADITYA	2024EVESEM	MINOR PROJECT-II	A
211476	ADITYA PRABHAKAR	2024EVESEM	MINOR PROJECT-II	A
211427	ARYAMAN JARIAL	2024EVESEM	MINOR PROJECT-II	A
211502	DIKSHIT	2024EVESEM	MINOR PROJECT-II	A
211530	DIVYANSH GOYAL	2024EVESEM	MINOR PROJECT-II	A
211113	JYOTIRADITYA CHOPRA	2024EVESEM	MINOR PROJECT-II	A
211223	PALAK KACHHWAL	2024EVESEM	MINOR PROJECT-II	A
211370	PRANAV THAKUR	2024EVESEM	MINOR PROJECT-II	A
211331	PRIYAL MAHESHWARI	2024EVESEM	MINOR PROJECT-II	A
211153	RAKSHITA KAUSHIK	2024EVESEM	MINOR PROJECT-II	A
211249	SACHIN GUPTA	2024EVESEM	MINOR PROJECT-II	A
211121	SHIVALIK SINGH	2024EVESEM	MINOR PROJECT-II	A
211504	SHRESHTH VATSA	2024EVESEM	MINOR PROJECT-II	A

211561	SHWETA RANJAN	2024EVESEM	MINOR PROJECT-II	A
211457	TUSHAR BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211108	UDAY BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211446	YASH SINGH	2024EVESEM	MINOR PROJECT-II	A
211190	ANSHUL SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211316	ASHIKA MINHAS	2024EVESEM	MINOR PROJECT-II	B+
211491	GAURAV SHANDIL	2024EVESEM	MINOR PROJECT-II	B+
211321	HIMANSHU SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211470	ISHANT THAKUR	2024EVESEM	MINOR PROJECT-II	B+
211116	RAMAN SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211125	SIDHANT GULERIA	2024EVESEM	MINOR PROJECT-II	B+
211369	VISHESH JAISWAL	2024EVESEM	MINOR PROJECT-II	B+
211146	ADITYA MITTAL	2024EVESEM	MINOR PROJECT-II	B+
211482	PRACHI TIWARI	2024EVESEM	MINOR PROJECT-II	B+
211255	PRAKUL CHAUHAN	2024EVESEM	MINOR PROJECT-II	B+
211428	PRATYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211521	RISHEEK VAIBHAV	2024EVESEM	MINOR PROJECT-II	B+
211509	SKAND DEV DIXIT	2024EVESEM	MINOR PROJECT-II	B+
211134	VASSAV KHIMTA	2024EVESEM	MINOR PROJECT-II	B+
211207	YASHWARDHAN DANI	2024EVESEM	MINOR PROJECT-II	B+
211123	RISHAB CHAUDHARY	2024EVESEM	MINOR PROJECT-II	B+
211363	SAKSHAM RANA	2024EVESEM	MINOR PROJECT-II	B+
201338	MD ASIF AHMED	2023ODDSEM	MINOR PROJECT-II	B
201159	ANSHIT GOEL	2023ODDSEM	MINOR PROJECT-II	A

ELECTRONICS AND COMMUNICATION ENGINEERING

OLLMEN	NAME	REGISTRATIO	SUBJECTDESC	GRADE
201544	VARIDHI	2023ODDSEM	PROJECT PART-I	A
201025	MAITREYI	2023ODDSEM	PROJECT PART-I	A
201004	SAKSHAM	2023ODDSEM	PROJECT PART-I	A
201010	RISHITA KUMARI	2023ODDSEM	PROJECT PART-I	A
201021	ANSH GUPTA	2023ODDSEM	PROJECT PART-I	A
201005	AKHIL VERMA	2023ODDSEM	PROJECT PART-I	B+
201024	RAHUL	2023ODDSEM	PROJECT PART-I	A
201012	ARSH ARYAN TIWARI	2023ODDSEM	PROJECT PART-I	A
201182	ARYAN BHARDWAJ	2023ODDSEM	PROJECT PART-I	A
201017	MANAS JAIN	2023ODDSEM	PROJECT PART-I	A

201020	ANIRUDH SHARMA	2023ODDSEM	PROJECT PART-I	A
201014	MOKSHIKA KASHYAP	2023ODDSEM	PROJECT PART-I	B+
201006	HIMANSHI SOOD	2023ODDSEM	PROJECT PART-I	B+
201009	MANAV MODI	2023ODDSEM	PROJECT PART-I	A
201016	EKAL SHARMA	2023ODDSEM	PROJECT PART-I	B+
201002	HARSHIT SINGH	2023ODDSEM	PROJECT PART-I	B+
201007	TUSHAR PAUL	2023ODDSEM	PROJECT PART-I	B+
CIVIL ENGINEERING				
OLLMEN	**NAME**	**REGISTRATIO**	**SUBJECTDESC**	**GRADE**
211620	RAJAT SHEETAL	2024EVESEM	MINOR PROJECT	A+
211617	AYUSH GUPTA	2024EVESEM	MINOR PROJECT	A+
211601	NISHANT	2024EVESEM	MINOR PROJECT	A+
211622	AYUSH GOYAL	2024EVESEM	MINOR PROJECT	A+
211613	ANIRUDH	2024EVESEM	MINOR PROJECT	A
211602	ASHMIT SHARMA	2024EVESEM	MINOR PROJECT	B+
211609	MAYANK THAKUR	2024EVESEM	MINOR PROJECT	B+
211621	ARYAN THAKUR	2024EVESEM	MINOR PROJECT	B+
211614	KARAN NEGI	2024EVESEM	MINOR PROJECT	B+
211616	PIYUSH GAUTAM	2024EVESEM	MINOR PROJECT	B+
211608	RITIK BALIYAN	2024EVESEM	MINOR PROJECT	B+
211619	ASHISH KUMAR	2024EVESEM	MINOR PROJECT	B+
211604	SARTHAK CHAUHAN	2024EVESEM	MINOR PROJECT	B+
211611	SURYA CHAUHAN	2024EVESEM	MINOR PROJECT	B+
211618	ADITYA YADAV	2024EVESEM	MINOR PROJECT	B+
BIOTECHNOLOGY and BIOINFORMATICS				
OLLMEN	**NAME**	**REGISTRATIO**	**SUBJECTDESC**	**GRADE**
211816	SANGAY WANGCHUK	2023ODDSEM	MINOR PROJECT-I	A+
211804	RICHA DHIMAN	2023ODDSEM	MINOR PROJECT-I	A+
211810	YUKTA SHARMA	2023ODDSEM	MINOR PROJECT-I	A
211821	DEVANSHI	2023ODDSEM	MINOR PROJECT-I	A
211801	ARUNIMA CHALLU	2023ODDSEM	MINOR PROJECT-I	A
211814	MILAN RAI	2023ODDSEM	MINOR PROJECT-I	A+
211806	SWAPNIL TYAGI	2023ODDSEM	MINOR PROJECT-I	A+
211803	JAHANVI SINGH	2023ODDSEM	MINOR PROJECT-I	A+
211811	URVI MITTAL	2023ODDSEM	MINOR PROJECT-I	A

211802	PELDEN TSHOMO	2023ODDSEM	MINOR PROJECT-I	A+
211815	TSHERING DENDUP	2023ODDSEM	MINOR PROJECT-I	A
211813	DECHEN PELDEN	2023ODDSEM	MINOR PROJECT-I	A+
201804	DEEVYANI KAPLAS	2023ODDSEM	MINOR PROJECT-I	A+
COMPUETR SCIENCE ENGINEERING AND INFORMATION TECHNOLOGY				
OLLMEN	**NAME**	**REGISTRATIO**	**SUBJECTDESC**	**GRADE**
211381	SHIVANSH KATOCH	2024EVESEM	MINOR PROJECT-II	B+
211245	TANUJ DWIVEDI	2024EVESEM	MINOR PROJECT-II	B+
211404	VIPANSHU VASHISHT	2024EVESEM	MINOR PROJECT-II	B+
211221	AAYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211452	ADITYA KAPOOR	2024EVESEM	MINOR PROJECT-II	B+
211224	PARUL SHAH	2024EVESEM	MINOR PROJECT-II	B+
211474	TANU SINGH	2024EVESEM	MINOR PROJECT-II	B+
211507	ABHIJEET KHOKHAR	2024EVESEM	MINOR PROJECT-II	B+
211516	KINZANG WANGDI	2024EVESEM	MINOR PROJECT-II	B+
211260	RITIK THAKUR	2024EVESEM	MINOR PROJECT-II	B+
211111	ROODRANSH MEHTA	2024EVESEM	MINOR PROJECT-II	B+
211239	SHAILEN SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211152	SHASHAANK VERMA	2024EVESEM	MINOR PROJECT-II	B+
211337	TANMAY TOMAR	2024EVESEM	MINOR PROJECT-II	B+
211315	ANIKET RAWAT	2024EVESEM	MINOR PROJECT-II	B+
211314	ANSH KUMAR	2024EVESEM	MINOR PROJECT-II	B+
211398	ANUROOP SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	B+
211401	DHRUV SINGH KASHYAP	2024EVESEM	MINOR PROJECT-II	B+
211268	KSHITIJ MAHAJAN	2024EVESEM	MINOR PROJECT-II	B+
211243	YASH VARDHAN KAPIL	2024EVESEM	MINOR PROJECT-II	B+
211147	YASHOVARDHAN SINGH	2024EVESEM	MINOR PROJECT-II	B+
211102	AAYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211241	UMANG VERMA	2024EVESEM	MINOR PROJECT-II	B+
211347	VISHAL CHETTRI	2024EVESEM	MINOR PROJECT-II	B+
211203	ARNAV VASHISTH	2024EVESEM	MINOR PROJECT-II	B+
211388	DIVESH KAPIL	2024EVESEM	MINOR PROJECT-II	B+
211294	GOURAV GUPTA	2024EVESEM	MINOR PROJECT-II	B+
211531	KAVISH VYAS	2024EVESEM	MINOR PROJECT-II	B+
211274	RAVJOT SINGH SURA	2024EVESEM	MINOR PROJECT-II	B+
211240	SARVEKSH	2024EVESEM	MINOR PROJECT-II	B+

211135	SUSHEN SINGH RANA	2024EVESEM	MINOR PROJECT-II	B+
211164	ABHISHEK SINGH	2024EVESEM	MINOR PROJECT-II	B
211325	ADITYA BANSAL	2024EVESEM	MINOR PROJECT-II	B
211263	KISHLAY	2024EVESEM	MINOR PROJECT-II	B
211101	NIKHIL GULERIA	2024EVESEM	MINOR PROJECT-II	B
211155	SHAURYA NAGPAL	2024EVESEM	MINOR PROJECT-II	B
211514	TARISHA KAPLEX	2024EVESEM	MINOR PROJECT-II	B
211413	ANSHUL	2024EVESEM	MINOR PROJECT-II	B
211256	EKLAVYA SHARMA	2024EVESEM	MINOR PROJECT-II	B
211524	NISHI	2024EVESEM	MINOR PROJECT-II	B
211264	AKARSH RASTOGI	2024EVESEM	MINOR PROJECT-II	B
211368	TANDIN GYELTSHEN	2024EVESEM	MINOR PROJECT-II	B
211228	TEJUS BAJPAI	2024EVESEM	MINOR PROJECT-II	B
211310	ABHIYASH SINGH	2024EVESEM	MINOR PROJECT-II	B
211148	ADITYA GULERIA	2024EVESEM	MINOR PROJECT-II	B
211354	SHIVANK KATOCH	2024EVESEM	MINOR PROJECT-II	B
211366	SIDDHARTH SUHAG	2024EVESEM	MINOR PROJECT-II	B
211273	PRITHAK DAHIYA	2024EVESEM	MINOR PROJECT-II	B
201260	YASHASWI	2024EVESEM	MINOR PROJECT-II	B
201231	ANUBHAV THAKUR	2024EVESEM	MINOR PROJECT-II	B
211362	GAGAN DEEP	2024EVESEM	MINOR PROJECT-II	B
201505	PRATYUSH DENGTA	2024EVESEM	MINOR PROJECT-II	B
211265	SUJAL SHARMA	2024EVESEM	MINOR PROJECT-II	B
211262	ASTIK TYAGI	2024EVESEM	MINOR PROJECT-II	B
211258	BHARAT MANDAL	2024EVESEM	MINOR PROJECT-II	B
211508	AMBAR PANDEY	2024EVESEM	MINOR PROJECT-II	C+
211371	AARUSH THAKUR	2024EVESEM	MINOR PROJECT-II	C+
211171	NAMAN PRATAP SINGH	2024EVESEM	MINOR PROJECT-II	A+
211389	ABHISHEK SAINI	2024EVESEM	MINOR PROJECT-II	C+
211394	DEV VERMA	2024EVESEM	MINOR PROJECT-II	C+
211512	KUNAL THAKUR	2024EVESEM	MINOR PROJECT-II	C
211527	RAGHAV SHARMA	2024EVESEM	MINOR PROJECT-II	C
211542	ANSHUL KAPOOR	2024EVESEM	MINOR PROJECT-II	D
211519	SAJAL KHATRI	2024EVESEM	MINOR PROJECT-II	D
201399	SHIVANSH	2024EVESEM	MINOR PROJECT-II	D
211353	DAKSH SHARMA	2024EVESEM	MINOR PROJECT-II	D
211231	ARYAN SOOD	2024EVESEM	MINOR PROJECT-II	F

211545	AKSHAY SINGH THAKUR	2024EVESEM	MINOR PROJECT-II	F
211546	ANISH GUPTA	2024EVESEM	MINOR PROJECT-II	F
211348	ANMOL AGGARWAL	2024EVESEM	MINOR PROJECT-II	F
201523	ARNAV VERMA	2024EVESEM	MINOR PROJECT-II	F
211343	SHAMBHAVI SINGH	2024EVESEM	MINOR PROJECT-II	A+
211307	SYED MOHAMMAD	2024EVESEM	MINOR PROJECT-II	A+
211372	VIDUSHI	2024EVESEM	MINOR PROJECT-II	A+
211489	ADITYA SONI	2024EVESEM	MINOR PROJECT-II	A+
211472	ISHITA GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211477	MANAS BAJPAI	2024EVESEM	MINOR PROJECT-II	A+
211458	PALAK BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A+
211397	PIYUSH JOSHI	2024EVESEM	MINOR PROJECT-II	A+
211486	SATUTI SETH	2024EVESEM	MINOR PROJECT-II	A+
211193	AAYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211166	ACHINTYA MISRA	2024EVESEM	MINOR PROJECT-II	A+
211175	AGANAY SAMBYAL	2024EVESEM	MINOR PROJECT-II	A+
211161	DIVYANSH SEHGAL	2024EVESEM	MINOR PROJECT-II	A+
211361	ROHAN KAUSHIK	2024EVESEM	MINOR PROJECT-II	A+
211559	SEHAJPREET KAUR	2024EVESEM	MINOR PROJECT-II	A+
211119	SHIVAM DESWAL	2024EVESEM	MINOR PROJECT-II	A+
211417	AMAN SHRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211425	DEEPANSHU	2024EVESEM	MINOR PROJECT-II	A+
211430	HARSH RAJ	2024EVESEM	MINOR PROJECT-II	A+
211383	PRANAV BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A+
211420	SARTHAK KUROTHE	2024EVESEM	MINOR PROJECT-II	A+
211560	SHASHWAT SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211440	SUVRT SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211485	VIDHI JAISWAL	2024EVESEM	MINOR PROJECT-II	A+
211487	YUVRAJ KHANNA	2024EVESEM	MINOR PROJECT-II	A+
211290	APARNA SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211479	ARPIT SANGRAI	2024EVESEM	MINOR PROJECT-II	A+
211301	CHANDAN KUMAR	2024EVESEM	MINOR PROJECT-II	A+
211541	KESHAV SINGH	2024EVESEM	MINOR PROJECT-II	A+
211299	RAGHAV BANSAL	2024EVESEM	MINOR PROJECT-II	A+
211444	SAKSHAM SINGH	2024EVESEM	MINOR PROJECT-II	A+
211157	SIDDHARTH THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211396	TANMAY PARASHAR	2024EVESEM	MINOR PROJECT-II	A+

211184	AADYA THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211225	AALI SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211216	AAVISHKAR	2024EVESEM	MINOR PROJECT-II	A+
211326	ADITI PANDEY	2024EVESEM	MINOR PROJECT-II	A+
211156	ANKUSH SINGH	2024EVESEM	MINOR PROJECT-II	A+
211168	ANUSHREE SINGH	2024EVESEM	MINOR PROJECT-II	A+
211318	ARNAV CHHOKRA	2024EVESEM	MINOR PROJECT-II	A+
211114	AWANISH THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211259	AYUSH GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211141	CHETANYA AGARWAL	2024EVESEM	MINOR PROJECT-II	A+
211149	DEVANSH DHAWAN	2024EVESEM	MINOR PROJECT-II	A+
211140	MANAV GAUTAM	2024EVESEM	MINOR PROJECT-II	A+
211296	SHARDUL SINGH PATIAL	2024EVESEM	MINOR PROJECT-II	A+
211421	SHASHANK SINGH	2024EVESEM	MINOR PROJECT-II	A+
211295	SHAURYA THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211177	SHRUTI	2024EVESEM	MINOR PROJECT-II	A+
211183	VAIBHAV KUMAR GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211279	AAYUSH GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211205	ADUVITI GANDOTRA	2024EVESEM	MINOR PROJECT-II	A+
211143	ANUJA PUROHIT	2024EVESEM	MINOR PROJECT-II	A+
211283	DEVESH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211422	ISHIKA SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211557	JASHANJOT SINGH	2024EVESEM	MINOR PROJECT-II	A+
211188	KARTIKEY ATTRI	2024EVESEM	MINOR PROJECT-II	A+
211438	NIHARIKA	2024EVESEM	MINOR PROJECT-II	A+
211402	PRANJAL THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211272	RISHAB THAKUR	2024EVESEM	MINOR PROJECT-II	A+
211423	SAKSHAM ANGIRASH	2024EVESEM	MINOR PROJECT-II	A+
211206	SHASHANK GOEL	2024EVESEM	MINOR PROJECT-II	A+
211364	VANSHI GOYAL	2024EVESEM	MINOR PROJECT-II	A+
211377	VIVEK KUMAR KATARIA	2024EVESEM	MINOR PROJECT-II	A+
211112	AAMYA CHAUHAN	2024EVESEM	MINOR PROJECT-II	A+
211201	AARYAN SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211548	AAYUSH GIRDHAR	2024EVESEM	MINOR PROJECT-II	A+
211230	ADITYA GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211269	ADITYA SOOD	2024EVESEM	MINOR PROJECT-II	A+
211160	HARDIK SANGAL	2024EVESEM	MINOR PROJECT-II	A+

211200	HARSHIT SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211520	ISHIKA SONI	2024EVESEM	MINOR PROJECT-II	A+
211429	JASMEEN KAUR	2024EVESEM	MINOR PROJECT-II	A+
211488	KARAN RANA	2024EVESEM	MINOR PROJECT-II	A+
211131	NANDINI AGGARWAL	2024EVESEM	MINOR PROJECT-II	A+
211139	NITISH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211439	SHAURYA KASHYAP	2024EVESEM	MINOR PROJECT-II	A+
211180	SHIVANSH	2024EVESEM	MINOR PROJECT-II	A+
211312	TANISHA CHAUBEY	2024EVESEM	MINOR PROJECT-II	A+
211465	UTSAV TYAGI	2024EVESEM	MINOR PROJECT-II	A+
211303	VAASU SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211232	VANSH ANAND	2024EVESEM	MINOR PROJECT-II	A+
211124	AKSHAY	2024EVESEM	MINOR PROJECT-II	A+
211450	ANTRIKSH DUBEY	2024EVESEM	MINOR PROJECT-II	A+
211136	ANUSKA SRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A+
211130	ARYAMAN TIWARI	2024EVESEM	MINOR PROJECT-II	A+
211179	AYUSH SINGH	2024EVESEM	MINOR PROJECT-II	A+
211132	DEEP SHEKHAR	2024EVESEM	MINOR PROJECT-II	A+
211418	GEETANSH SINGH	2024EVESEM	MINOR PROJECT-II	A+
211414	HRIDAY VERMA	2024EVESEM	MINOR PROJECT-II	A+
211322	OM VISHAL	2024EVESEM	MINOR PROJECT-II	A+
211327	PRAKHAR VARSHNEY	2024EVESEM	MINOR PROJECT-II	A+
211320	PURVA GOYAL	2024EVESEM	MINOR PROJECT-II	A+
211297	RITESH CHAUHAN	2024EVESEM	MINOR PROJECT-II	A+
211308	SHIVANSH KUSHWAHA	2024EVESEM	MINOR PROJECT-II	A+
211128	SRISHTI AGGARWAL	2024EVESEM	MINOR PROJECT-II	A+
211142	TEJAS BOGRA	2024EVESEM	MINOR PROJECT-II	A+
211105	UJJWAL PATHAK	2024EVESEM	MINOR PROJECT-II	A+
211117	VINAYAK SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211233	ADARSH MAHAJAN	2024EVESEM	MINOR PROJECT-II	A
211492	ADITI KATARA	2024EVESEM	MINOR PROJECT-II	A
211196	ADITYA SINGH VERMA	2024EVESEM	MINOR PROJECT-II	A
211198	AKHIL DHAWAN	2024EVESEM	MINOR PROJECT-II	A
211300	ANURAG SINGH	2024EVESEM	MINOR PROJECT-II	A
211284	ARYAN KARMANI	2024EVESEM	MINOR PROJECT-II	A
211287	KOUSTUBH PUROHIT	2024EVESEM	MINOR PROJECT-II	A
211103	PRANAV UPADHYAY	2024EVESEM	MINOR PROJECT-II	A

211380	PRATHAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211229	RAGHAV SINGAL	2024EVESEM	MINOR PROJECT-II	A
211466	RITWIJA DEEP	2024EVESEM	MINOR PROJECT-II	A
211178	SHWETABH VIKRAM	2024EVESEM	MINOR PROJECT-II	A
211338	UJJWAL MINHAS	2024EVESEM	MINOR PROJECT-II	A
211194	ADITYA SINGH	2024EVESEM	MINOR PROJECT-II	A
211475	AKANKSHA CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211456	AMRITANSH SHARMA	2024EVESEM	MINOR PROJECT-II	A
211107	ASHI GUPTA	2024EVESEM	MINOR PROJECT-II	A
211506	AYUSH PRATAP SINGH	2024EVESEM	MINOR PROJECT-II	A
211550	DIVYANSHU SINGH	2024EVESEM	MINOR PROJECT-II	A
211151	ISHITA MISHRA	2024EVESEM	MINOR PROJECT-II	A
211436	JEETESH SAINI	2024EVESEM	MINOR PROJECT-II	A
211173	KSHITIZ TAYAL	2024EVESEM	MINOR PROJECT-II	A
211280	LAKSHAY	2024EVESEM	MINOR PROJECT-II	A
211234	MEGHNA THAKUR	2024EVESEM	MINOR PROJECT-II	A
211355	NANDINI SAINI	2024EVESEM	MINOR PROJECT-II	A
211411	NILAKSHI SHARMA	2024EVESEM	MINOR PROJECT-II	A
211242	RAJAT KUMAR	2024EVESEM	MINOR PROJECT-II	A
211375	SAKSHAM VERMA	2024EVESEM	MINOR PROJECT-II	A
211319	SHOBHIT GUPTA	2024EVESEM	MINOR PROJECT-II	A
211210	SHSHANK JOSHI	2024EVESEM	MINOR PROJECT-II	A
211282	SHUBHAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211384	SURYANSH SHARMA	2024EVESEM	MINOR PROJECT-II	A
211204	TANISHA	2024EVESEM	MINOR PROJECT-II	A
211393	YASH AGARWAL	2024EVESEM	MINOR PROJECT-II	A
211172	ADITYA SINHA	2024EVESEM	MINOR PROJECT-II	A
211437	ANANT KUMAR GUPTA	2024EVESEM	MINOR PROJECT-II	A
211144	ARADHYA	2024EVESEM	MINOR PROJECT-II	A
211403	DHRUV YADAV	2024EVESEM	MINOR PROJECT-II	A
211126	ISHITA VERMA	2024EVESEM	MINOR PROJECT-II	A
211607	KENCHO DORJI	2024EVESEM	MINOR PROJECT-II	A
211276	KHUSHI BHATI	2024EVESEM	MINOR PROJECT-II	A
211378	NAYAN PURI	2024EVESEM	MINOR PROJECT-II	A
211449	PRANJAL BANSAL	2024EVESEM	MINOR PROJECT-II	A
211182	PRANJAL SHARMA	2024EVESEM	MINOR PROJECT-II	A
211400	PRANJAL THAKUR	2024EVESEM	MINOR PROJECT-II	A

211253	PULKIT CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211169	SHIVANSH	2024EVESEM	MINOR PROJECT-II	A
211246	SIYA KALIA	2024EVESEM	MINOR PROJECT-II	A
211426	VISMAY SINGH	2024EVESEM	MINOR PROJECT-II	A
211189	YASHASHVI AGNIHOTRI	2024EVESEM	MINOR PROJECT-II	A
211254	AANCHAL AGGARWAL	2024EVESEM	MINOR PROJECT-II	A
211360	AAYUSH GUPTA	2024EVESEM	MINOR PROJECT-II	A
211340	AKSHARA GUPTA	2024EVESEM	MINOR PROJECT-II	A
211270	AKSHIT THAKUR	2024EVESEM	MINOR PROJECT-II	A
211220	ASHISH KUMAR RANA	2024EVESEM	MINOR PROJECT-II	A
211127	PRADYUMN VASHISHT	2024EVESEM	MINOR PROJECT-II	A
211374	SARTHAK RAWAT	2024EVESEM	MINOR PROJECT-II	A
211170	SHAGUN	2024EVESEM	MINOR PROJECT-II	A
211104	SHREYA BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211192	UTKARSH SHRIVASTAVA	2024EVESEM	MINOR PROJECT-II	A
211167	VANSHIKA JAIN	2024EVESEM	MINOR PROJECT-II	A
211480	ANSH BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211199	ARPAN CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211385	AKSHIT SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211392	ARYAM	2024EVESEM	MINOR PROJECT-II	A+
211257	NAMAN VERMA	2024EVESEM	MINOR PROJECT-II	A+
211213	NITISH KUMAR GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211211	SARVESH PRASAD	2024EVESEM	MINOR PROJECT-II	A+
211442	SIMRAN	2024EVESEM	MINOR PROJECT-II	A+
211484	MOHIT PAL	2024EVESEM	MINOR PROJECT-II	A+
211478	NIKHILESH	2024EVESEM	MINOR PROJECT-II	A+
211323	PRERNA KEWAT	2024EVESEM	MINOR PROJECT-II	A+
211219	KANAV GUPTA	2024EVESEM	MINOR PROJECT-II	A+
211351	RISHAV	2024EVESEM	MINOR PROJECT-II	A+
211555	AAKARSHAN SINGH	2024EVESEM	MINOR PROJECT-II	A+
211435	AKSHIT SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211432	RITIKA	2024EVESEM	MINOR PROJECT-II	A+
211252	SANSKRITI PRIYA	2024EVESEM	MINOR PROJECT-II	A+
211236	SHRUTI SHREE	2024EVESEM	MINOR PROJECT-II	A+
211286	CHIRAG DIWAN	2024EVESEM	MINOR PROJECT-II	A
211412	GAURAV ANAND	2024EVESEM	MINOR PROJECT-II	A
211523	PRANAV RAJPUT	2024EVESEM	MINOR PROJECT-II	A

211138	RITESH DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211217	RUCHIR DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211261	SANYAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211365	SHIVAM THAKUR	2024EVESEM	MINOR PROJECT-II	A
211271	SHIVEN SINGH	2024EVESEM	MINOR PROJECT-II	A
211386	AKSHAT KAUNDAL	2024EVESEM	MINOR PROJECT-II	A
211187	ANAMYA VERMA	2024EVESEM	MINOR PROJECT-II	A
211339	ANSH MEHROTRA	2024EVESEM	MINOR PROJECT-II	A
211306	ARYAN RANA	2024EVESEM	MINOR PROJECT-II	A
211346	DIVYANSHU PANDEY	2024EVESEM	MINOR PROJECT-II	A
211165	MANAS TIWARI	2024EVESEM	MINOR PROJECT-II	A
211238	MUDIT SHARMA	2024EVESEM	MINOR PROJECT-II	A
211342	PRAKHAR VARSHNEY	2024EVESEM	MINOR PROJECT-II	A
211202	SHIVANSH MEHROTRA	2024EVESEM	MINOR PROJECT-II	A
211191	SHUBH SAXENA	2024EVESEM	MINOR PROJECT-II	A
211408	SONAM CHODEN	2024EVESEM	MINOR PROJECT-II	A
211214	SRISHTI RANA	2024EVESEM	MINOR PROJECT-II	A
211163	VARUNI CHANDEL	2024EVESEM	MINOR PROJECT-II	A
211277	AADITYA JAIN	2024EVESEM	MINOR PROJECT-II	A
211154	ADITYA PRATAP SINGH	2024EVESEM	MINOR PROJECT-II	A
211250	ADITYA SINGH PADIYAR	2024EVESEM	MINOR PROJECT-II	A
211109	AKSHIT CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211275	ANSUL CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211447	DHARYA BRAGTA	2024EVESEM	MINOR PROJECT-II	A
211518	JESSICA SINGH KASHYAP	2024EVESEM	MINOR PROJECT-II	A
211556	YUVIKA DHIMAN	2024EVESEM	MINOR PROJECT-II	A+
211461	YATHARTH	2024EVESEM	MINOR PROJECT-II	A+
211293	ISHA	2024EVESEM	MINOR PROJECT-II	A+
211399	JATIN RAJPUT	2024EVESEM	MINOR PROJECT-II	A+
211106	PARTH SHARMA	2024EVESEM	MINOR PROJECT-II	A+
211288	PRACHI VARSHNEY	2024EVESEM	MINOR PROJECT-II	A+
211186	PARTH CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211285	SAHIL DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211529	SHUBHI SACHAN	2024EVESEM	MINOR PROJECT-II	A
211528	SNEHAL CHOUDHARY	2024EVESEM	MINOR PROJECT-II	A
211122	TANISHQ KOUNDAL	2024EVESEM	MINOR PROJECT-II	A
211606	TASHI WANGDI	2024EVESEM	MINOR PROJECT-II	A

211244	UTSAV GOLIYAN	2024EVESEM	MINOR PROJECT-II	A
211525	VISHIB PARTAP SLATHIA	2024EVESEM	MINOR PROJECT-II	A
211481	ADITYA DHIMAN	2024EVESEM	MINOR PROJECT-II	A
211110	ARUN THAKUR	2024EVESEM	MINOR PROJECT-II	A
211176	AVI JAISWAL	2024EVESEM	MINOR PROJECT-II	A
211544	HARSHITA CHANDHOK	2024EVESEM	MINOR PROJECT-II	A
211552	ISHAN	2024EVESEM	MINOR PROJECT-II	A
211445	KARAN SINGH	2024EVESEM	MINOR PROJECT-II	A
211540	KUSHA SHARMA	2024EVESEM	MINOR PROJECT-II	A
211291	MANAV LUKAR	2024EVESEM	MINOR PROJECT-II	A
211317	MAYANK KUMAR	2024EVESEM	MINOR PROJECT-II	A
211120	SAKSHAM GUPTA	2024EVESEM	MINOR PROJECT-II	A
211150	SAMRITI THAKUR	2024EVESEM	MINOR PROJECT-II	A
211441	SATVIKA SINGH	2024EVESEM	MINOR PROJECT-II	A
211158	ABHIMANYU CHAUHAN	2024EVESEM	MINOR PROJECT-II	A
211443	ADITYA	2024EVESEM	MINOR PROJECT-II	A
211476	ADITYA PRABHAKAR	2024EVESEM	MINOR PROJECT-II	A
211427	ARYAMAN JARIAL	2024EVESEM	MINOR PROJECT-II	A
211502	DIKSHIT	2024EVESEM	MINOR PROJECT-II	A
211530	DIVYANSH GOYAL	2024EVESEM	MINOR PROJECT-II	A
211113	JYOTIRADITYA CHOPRA	2024EVESEM	MINOR PROJECT-II	A
211223	PALAK KACHHWAL	2024EVESEM	MINOR PROJECT-II	A
211370	PRANAV THAKUR	2024EVESEM	MINOR PROJECT-II	A
211331	PRIYAL MAHESHWARI	2024EVESEM	MINOR PROJECT-II	A
211153	RAKSHITA KAUSHIK	2024EVESEM	MINOR PROJECT-II	A
211249	SACHIN GUPTA	2024EVESEM	MINOR PROJECT-II	A
211121	SHIVALIK SINGH	2024EVESEM	MINOR PROJECT-II	A
211504	SHRESHTH VATSA	2024EVESEM	MINOR PROJECT-II	A
211561	SHWETA RANJAN	2024EVESEM	MINOR PROJECT-II	A
211457	TUSHAR BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211108	UDAY BHARDWAJ	2024EVESEM	MINOR PROJECT-II	A
211446	YASH SINGH	2024EVESEM	MINOR PROJECT-II	A
211190	ANSHUL SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211316	ASHIKA MINHAS	2024EVESEM	MINOR PROJECT-II	B+
211491	GAURAV SHANDIL	2024EVESEM	MINOR PROJECT-II	B+
211321	HIMANSHU SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211470	ISHANT THAKUR	2024EVESEM	MINOR PROJECT-II	B+

211116	RAMAN SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211125	SIDHANT GULERIA	2024EVESEM	MINOR PROJECT-II	B+
211369	VISHESH JAISWAL	2024EVESEM	MINOR PROJECT-II	B+
211146	ADITYA MITTAL	2024EVESEM	MINOR PROJECT-II	B+
211482	PRACHI TIWARI	2024EVESEM	MINOR PROJECT-II	B+
211255	PRAKUL CHAUHAN	2024EVESEM	MINOR PROJECT-II	B+
211428	PRATYUSH SHARMA	2024EVESEM	MINOR PROJECT-II	B+
211521	RISHEEK VAIBHAV	2024EVESEM	MINOR PROJECT-II	B+
211509	SKAND DEV DIXIT	2024EVESEM	MINOR PROJECT-II	B+
211134	VASSAV KHIMTA	2024EVESEM	MINOR PROJECT-II	B+
211207	YASHWARDHAN DANI	2024EVESEM	MINOR PROJECT-II	B+
211123	RISHAB CHAUDHARY	2024EVESEM	MINOR PROJECT-II	B+
211363	SAKSHAM RANA	2024EVESEM	MINOR PROJECT-II	B+
201338	MD ASIF AHMED	2023ODDSEM	MINOR PROJECT-II	B
201159	ANSHIT GOEL	2023ODDSEM	MINOR PROJECT-II	A

ELECTRONICS AND COMMUNICATION ENGINEERING

OLLMEN	**NAME**	**REGISTRATIO**	**SUBJECTDESC**	**GRADE**
211011	ABHISHEK KUMAR	2024EVESEM	MINI PROJECT	A+
211003	UTKARSH SHARMA	2024EVESEM	MINI PROJECT	A+
211080	DEEPANSHU	2024EVESEM	MINI PROJECT	A+
211069	ADRITA KAR	2024EVESEM	MINI PROJECT	A
211007	AYUSH GUPTA	2024EVESEM	MINI PROJECT	A
211001	NAVYA SHARMA	2024EVESEM	MINI PROJECT	A
211005	AYUSH KHACHI	2024EVESEM	MINI PROJECT	A
211061	BHOOMIKA KANDPAL	2024EVESEM	MINI PROJECT	A
211070	HARSHITA VERMA	2024EVESEM	MINI PROJECT	A
211079	SIDDHARTH SINGH	2024EVESEM	MINI PROJECT	B+
211053	ALISHA SIDDIQUI	2024EVESEM	MINI PROJECT	B+
211074	ARPAN GUPTA	2024EVESEM	MINI PROJECT	B+
211068	KHUSHI GUPTA	2024EVESEM	MINI PROJECT	B+
211067	SUKANT KUMAR	2024EVESEM	MINI PROJECT	B+
211010	ANEESH TIKU	2024EVESEM	MINI PROJECT	B
211054	SANAT JAIN	2024EVESEM	MINI PROJECT	B
211072	SATVIK	2024EVESEM	MINI PROJECT	B

Field Projects @2023-2024

nference

January 18, 2023

Shivam Karn,
Bangalore,

Dear Shivam,

We are pleased to offer you the position of **Intern – Software Engineer** at Nference Labs Private Limited (hereinafter referred to as the "Company") which is a subsidiary of Nference inc ('Nference') reporting to Viswanathan Thiagarajan, Senior VP Engineering. We hope you are excited about this opportunity as we are to have you on our team. The following is a summary of the terms & conditions of this offer, which will apply to your temporary internship with the Company.

Terms & Conditions:

The duration of your internship is from **24th January 2024 to 24th July 2024.** It will be eligible for a stipend of **50,000 rupees per month**. You will not be eligible for any other benefits of the organization.

Please note that Company will not be responsible for any personal/other liabilities in connection to the contract other than the stipend mentioned in this letter.

This letter confirms our understanding that you are not subject to any employment agreement or any other agreement that would preclude the Company from offering this position to you or preclude you from joining our Company in the position described above. This also confirms that you will not be asked to disclose to the Company any secrets or proprietary information from your prior places of employment.

You shall maintain total secrecy with regard to any confidential information pertaining to the Company and its customers and you shall not divulge it either during the internship or at any point following the internship. Additionally, as a pre-requisite for your internship, you will be required to execute Nference's Proprietary Information, Inventions and Ethics Agreement and if requested by the Company, a non-compete agreement.

This letter of offer shall not be construed as creating or evidencing any separate or independent obligation of the Company or any other person or entity to hire or to retain you as its employee, consultant or otherwise for any specified period of time or to assign to you any particular duties or responsibilities. In accepting this offer, you agree that your internship at Nference is at the mutual consent of you and Nference, and can be terminated at anytime for any reason by either party.

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. If any declaration given or information

furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from internship without any notice. Internship with the Company is for 6 months and 0 days beginning on the 24th of January, 2024 and may only be extended if in a writing signed by the Company. In addition, either you or the Company is free to terminate the relationship for any reason, with or without cause.

At the time of joining, you would be required to bring and submit copies of mark sheets and certificates of Xth, XIIth and your previous semester marks cards.

This letter constitutes the entire agreement between you and Nference and supersedes any and all prior agreements, statements or representations made between the parties regarding internship.

We take pleasure in welcoming you to our organization and sincerely hope that your period of internship with us will be pleasant and of mutual benefit.

Sincerely,
For Nference India Private Limited

Viswanathan Thiagarajan
Snr. VP Engineering

Accepted: Date: Start Date:

Talent Unlimited Online Services Private Limited
808, Devika Tower, Nehru Place
New Delhi – 110019 India.
www.bobble.ai CIN: U72900DL2012PTC234341

OFFER LETTER

24th April 2024

Dear Tanvi,

It is with great pleasure that we offer you the position of **Data Analyst** with **Talent Unlimited Online Services Pvt. Ltd.** (hereinafter referred to as **"Bobble AI" or "the Company"**).

Your official base location will be **Gurugram** and you will report to the **Lead Analytics** or such other person as the Company may specify in writing during the course of your employment. Based on our discussions, we believe that your skills will not only benefit Bobble AI but also that our mutual relationship will assist you in reaching your personal and professional goals.

Your employment terms shall be as mentioned below, and as per the Employment Agreement or such other similar documents to be entered between you and Bobble AI. In addition to those, your compensation will also include Medical Insurance, Laptop (as per the standing company policy), Office Meals (at base location), and such other benefits as per our internal policies, applicable from time to time.

Basis this offer letter, if you choose to join us, you are expected to sign the Appointment Letter or Employment Agreement as may be required by the Company and join us full time at our Gurugram office, on or before **25th April 2024.**

Please indicate your acceptance, by signing one copy of this document at the designated space below along with submitting the following documents' scan copy:

a. PAN Card
b. Aadhaar Card (Masked)
c. Bank Details (Passbook or Cancelled Cheque Copy).
d. Resignation acceptance letter/email within 5days of signing the letter.
e. Education Qualification Certificates.

We expect that you will signify your acceptance as provided above by or before **24th April 2024**, as thereafter, this offer letter will lapse. We are eagerly looking forward to having you join Bobble AI. This offer is subject to satisfactory reference check, declaration regarding any illness or health concerns (Mental or Biological or both) & verification of the information provided by you in your resume.

Sincerely,

FOR TALENT UNLIMITED ONLINE SERVICES PRIVATE LIMITED

Ankita Jamuar

Ankita Jamuar
Senior Manager- TA

Terms

A. **CTC: -** Your starting annual CTC (including **Gross Salary, Variable Performance Pay & Variable Continuity Pay)** will be equal to that of **INR/- 7,20,000/-.**

	Name	**Tani Sharma**
	Designation	**Data Analyst**
	Date of Joining	**25th April 2024**
A	**Gross Salary**	**6,00,000**
B	**Flexi Pay- Potential to Earn**	
	Variable Performance Pay	**60,000**
	Variable Continuity Pay	**60,000**
	Total CTC	**7,20,000**

All amounts shall be subject to statutory deductions.

B. POTENTIAL TO EARN

1. **Variable Performance Pay**: In addition to the Gross Salary, you will be considered to receive a Variable Performance Pay of not more than **INR. 60,000**/- in a financial year. The pay out of variable Performance Pay, if any, and the quantum thereof will be variated, and prorated based on the following factors:

1.1 Evaluation of your performance by the Company in its sole discretion after the completion of each financial year.
1.2 You have been a regular employee of the Company from the Date of Joining till the financial year in which you have joined, and thereafter subject to your being in continuous regular employment with the Company for the throughout the financial year (each year being "**Performance Evaluation Period**").
1.3 You have not served your notice of resignation or your employment has not been terminated by the Company before during the Performance Evaluation Period or before the last day of May of the financial year immediately following the period being considered as the Performance Evaluation Period.
1.4 Your regularity and actual tenure of employment during the Performance Evaluation Period as per the Company Policy.

2. **Variable Continuity Pay: -** The Company shall pay an amount of not more than **INR. 60,000/-** prorated according to the actual time served as a regular and confirmed employee in a financial year ("**Variable Continuity Pay**"). You will be deemed to be entitled to receive the amount so determined only if, as on the last date of May and you have successfully completed your probation and:
2.1 you have not served upon the Company a notice of resignation; or
2.2 your employment has not been terminated.

3. **Probation Period.** You will be on probation for a period of 6 months from your Date of Joining. This probation period may be extended by another 3 months, at the sole discretion of the Company. Your services will be confirmed only upon successful completion of your probation.

4. **Notice Period.** During probation period a notice period of 30 calendar days from either side will be mandated. After probation period, a Notice period of minimum 60 calendar days from either side shall be applicable.

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5. **Confidentiality& Intellectual Property etc:** You agree to the following confidentiality terms:

AJ

5.1 You acknowledge that all property (whether tangible or intangible) which is created or developed, expanded, added to and/ or modified in any manner by you during your employment at Bobble AI, is and will remain, the sole and exclusive property of the Company at all times during your employment and following separation. You understand and agree that such properties/ inventions / designs / Improvements / developments may or may not be directly related

to the current business of the Company. Any decision on the impact of any such property on the current or future business of the Company relevance and / or significance will rest solely with the Company.

5.2 You agree that you will inform the Company of any inventions, designs, improvements or developments relating to the business of the Company or otherwise, of which you become aware of during your employment, whether or not they are necessarily developed by during normal working hours. You agree to assist the Company to obtain any patent, trademark or design registrations to give the Company title to the invention, design, improvement or development.

5.3 **Certain Acts.** During your employment with Bobble AI, you will not do anything to compete with Bobble AI's present or contemplated business, nor will you plan or organize any competitive business activity. You will not enter into any agreement, which conflicts with your duties or obligations to Bobble AI. During your employment or within 1 (one) year after it ends, without Bobble AI express written consent, directly or indirectly, you will not solicit or encourage any employee, agent, independent contractor, supplier, customer, consultant or any other person or company to terminate or alter a relationship with Bobble AI.

5.4 **No Inconsistent Obligations.** You represent that you are aware of no obligations legal or otherwise, inconsistent with the terms of this offer or with your undertaking employment with Bobble AI. You will not disclose to Bobble AI, or use, or induce Bobble AI to use, any proprietary information or trade secrets of others. You represent and warrant that you have returned all proprietary and confidential information belonging to all prior employers.

5.5 **Tax Liability.** Your actual tax burden will depend on the choices you make for various investment categories. You can consult the company tax advisor for any help related to it.

5.6 All content of this letter and any other information exchanged between you and the Company is confidential except as may be agreed otherwise in writing, and you shall not divulge the same to any other person without the prior written consent of the Company.

"I accept the offer on the above terms and conditions and shall report to work by the Date of Joining"

Tanvi Sharma

Ankita Jamuar

xodo sign
by apryse

Audit Trail

Document Details

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PRIVATE AND CONFIDENTIAL

OFFER LETTER

8th August 2023

Dear Devansh,

This is with reference to our discussions. We are pleased to appoint you in our organization as a **Web Engineer (Trainee)** on the following terms and conditions:

1. **Month of joining:** Your month of joining will be with effect from **January 2024**. If the joining month is not suitable, please contact rtCamp immediately to seek an alternate date. Please note that your offer stands terminated if you do not notify rtCamp of your acceptance of the terms hereof or you are unable to join on the joining date, unless the joining date is extended, and such extension is communicated to you in writing.
2. **Internship/Probation Period:** You will be on a **6 months** internship/probation period.
3. **Performance review:** Your performance review will be undertaken **7 days** before the end of the internship/probation period to take a decision on confirming your employment.
4. **CTC during the internship/probation period:** Your all-inclusive total gross emoluments including annual payments excluding applicable business related reimbursements will be **INR 50,000 per month only** (**INR Fifty Thousand** per month only).
5. **CTC during the confirmed employment period:** It will be decided at the time of performance review, minimum monthly CTC being **INR 1,00,000** (**INR One Lakh** per month only).
6. **Notice Period: A)** Company to Employee - Company can terminate your services by giving you **7 days** notice or salary thereof. **B)** Employee to company - You will be required to give **7 days** written notice in case you decide to leave your services subject to the Company's discretion.
7. **Increase** in remuneration is not automatic but will be based solely on the efficient, satisfactory and loyal discharge of duties as assessed from time to time. If your performance goes above expectation, your performance review may be taken before the yearly appraisal cycle.

8. **Taxes:** Company will deduct appropriate taxes as per the Indian tax regulations. However, it is primarily the individual's responsibility to meet his/her tax liability, under the Income-tax Act.
9. **Retirement Age:** The age of superannuation is **60** years. The date of birth declared in your application for employment with rtCamp shall be binding on you in this regard.
10. You will attend to or undertake any work entrusted to you in accordance to the company's exigency at our existing office/locations/facilities/establishments in India or abroad.
11. Detailed regulations as regards to leave, medical, leave travel allowance, travel etc. shall be as per the personnel policy of the company. In addition, you will be governed by service conditions laid down in the company's personnel policy as amended from time to time.

Please reply to this letter to convey your acceptance of this employment with all the terms and conditions thereof.

We welcome you to rtCamp Solutions Pvt. Ltd. and look forward to a long and mutually beneficial association.

Yours sincerely,
For rtCamp Solutions Pvt. Ltd.

Nicol Fernandes
Human Resources

Acceptance: I accept this offer with all the terms and conditions contained in the letter.

Devansh Chaudhary

Devansh Chaudhary

08 / 08 / 2023

+91 20 2701 2949
contact@rtcamp.com
https://rtcamp.com

rtCamp Solutions Pvt. Ltd.
107, Pride Icon, Kharadi,
Pune - 411 014 (MH) India.
CIN U72900PN2009PTC157929

Doc ID: eff843361340108fd3773171276eff2688371515

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Audit trail

Title	[rtCamp] Offer Letter - Devansh Chaudhary
File name	Offer Letter - Devansh Chaudhary.pdf
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Status	Signed

Document history

SENT	**08 / 08 / 2023** 13:57:55 UTC+5.5	Sent for signature to Devansh Chaudhary (devanshchaudhary2002@gmail.com) and Nicol Fernandes (nicol.fernandes@rtcamp.com) from hr@rtcamp.com IP: 223.236.141.182
VIEWED	**08 / 08 / 2023** 13:59:22 UTC+5.5	Viewed by Devansh Chaudhary (devanshchaudhary2002@gmail.com) IP: 106.192.224.219
SIGNED	**08 / 08 / 2023** 14:39:33 UTC+5.5	Signed by Devansh Chaudhary (devanshchaudhary2002@gmail.com) IP: 106.192.231.171
VIEWED	**09 / 08 / 2023** 13:29:26 UTC+5.5	Viewed by Nicol Fernandes (nicol.fernandes@rtcamp.com) IP: 223.236.141.182
SIGNED	**09 / 08 / 2023** 13:29:46 UTC+5.5	Signed by Nicol Fernandes (nicol.fernandes@rtcamp.com) IP: 223.236.141.182
COMPLETED	**09 / 08 / 2023** 13:29:46 UTC+5.5	The document has been completed.

LETTER OF APPOINTMENT

Gurgaon, Haryana

January 19, 2024

Attn: Abhishek Anand

Address: Vivek Vihar Colony, Narayanpur Road, Mithanpura, Muzaffarpur, Bihar 842002, India

Ph No: 6205106967

Dear Abhishek Anand

With reference to your application for internship and subsequent interview, we are pleased to offer you the position of **Engineering Intern** with TARTANHQ SOLUTIONS PRIVATE LIMITED ("**Company**") from **5 February 2024 to 5 August 2024** in accordance with the terms and conditions of the enclosed terms of appointment (hereinafter referred to as "**Agreement**").

COMMENCEMENT DATE: Your internship with the Company will commence on **5 February, 2024,**

ROLE: Engineering Intern

COMPENSATION

Your stipend will be **INR 20,000 per month** ("**Stipend**"). You are advised to read the enclosed documents carefully. If the terms and conditions are acceptable to you, please sign every sheet of the duplicate copy of the Agreement and return the same to the HR Department as a token of your acceptance.

We welcome you to the Company and look forward to a long and mutually beneficial association.

Yours truly,

For TartanHQ Solutions Private Limited

DocuSigned by:
Pramey Jain
B1B3C113DC9D4F0...

Authorised Signatory

Abhishek Anand

TartanHQ Solutions Private Limited
Flat No. C 1504, Green World, Gut No 242, Hiss Navi Mumbai,
Digha Thane Maharashtra – 400708 (India)
Private & Confidential

Dear **Abhishek Anand**

We, Tartanhq Solutions Private Limited (the "**Company**"), are pleased to appoint you (hereinafter referred to as "**Intern**") as a **Engineering Intern,** in the **Engineering Team** of the Company as per the following terms of appointment ("**Agreement**"). The Company and Intern may individually be referred to as a "**party**" to this Agreement.

1. APPOINTMENT

1.1. The Company hereby appoints you as an Intern in the Company. You are expected to join the Company no later than **5 February, 2024.**

1.2. You shall be on probation for a period of **6** months from the date of joining the Company. In case your work and conduct are found to be satisfactory, you will be deemed confirmed at the end of the probation period unless notified otherwise in writing. Unless stated otherwise, there will not be any change to the terms and conditions of your internship under this Agreement.

1.3. You shall submit copies of the documents detailed in ANNEXURE A by **5 February 2024** [Date of joining]. You confirm that all documents or information submitted by you shall be complete and accurate. In case of any changes in the documents or information provided, you will submit such revised or modified document or information within 3 (Three) working days from date of such change or revision.

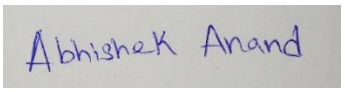
1.4. The Company reserves the right to conduct background checks, directly or indirectly, at any time to verify the documents and information provided by you in support of your age, academic qualifications, previous work experience, the relieving letter from your last employer, and other particulars. In the event, any discrepancies are found in documents or information provided by you, or if the results of such background checks are found to be unsatisfactory, as may be determined by the Company in its sole discretion, the Company may withdraw or terminate the appointment with or without prior notice.

1.5. This appointment shall be effective until the termination of your internship in accordance with the terms of this Agreement (in conjunction with any other applicable Company policy), or upon reaching the age of retirement as may be specified in the Company policy from time to time.

2. LOCATION AND HOURS OF WORK

2.1. You shall work principally at the Company's office located in **Gurgaon**. The Company, however, reserves the right to change such location temporarily or permanently and after reasonable notice to you.

2.2. You shall work such hours as may be required or desirable for the proper discharge of your duties. You will not be entitled to be paid any additional compensation for work performed outside normal business hours.



3. COMPENSATION AND REMUNERATION

3.1. You shall be entitled to receive a monthly Stipend, subject to deductions prescribed by law,

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and exclusive of applicable statutory payments, by bank credit transfer before the **last day** of every successive calendar month and shall accrue from day to day.

3.2. Your Stipend shall be subject to tax laws as applicable in India and it shall be your responsibility to bear all such taxes and file such tax returns as necessary.

4. LEAVE

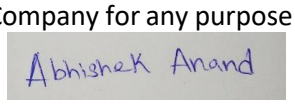
4.1. You shall be entitled to such number of days as leaves as specified in the leave policy adopted by the Company. However, it is hereby clarified that the Company shall at its discretion deduct such amounts from the Stipend on a pro-rata basis for the leaves taken by you during the course of your internship.

5. CONFIDENTIALITY

5.1. **"Confidential Information"** shall mean all such information that the Company identifies as being proprietary or confidential or not in public domain or that, by the nature of the circumstances surrounding the disclosure, ought in good faith to be treated as proprietary or confidential, it being understood that confidential information may include but is not limited to (a) Intellectual Property, know-how, techniques, processes, programs, schematics, software source documents, data, customer lists, financial information, sales and marketing plans, compilations of clients, markets or industry specific demographics and statistics, whether in hard copy or electronic form relating to the Company and its business, (b) information or material proprietary to the Company, including information relating to the business affairs of the Company and/or any of its affiliates, customers, clients, vendors, suppliers, consultants or service providers, (c) information designated as confidential by Company, (d) information that is or relates to identifiable personal or financial information provided by individual employees, consumers or customers of the Company and any list, description or other grouping of employees, consumers or customers that is derived using any such information, (e) trade secrets of the Company (f) any technical data, trade secrets or know-how, inventions, research, product plans, products, services, customer lists, software, domain names, developments, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, marketing information, finances or other business or financial information or projections, security arrangements, personnel information in relation to the Company or which is developed by the Intern using the facilities of the Company and / or as a result of the work performed by the Intern for the Company and (g) any other information imparted in confidence to the Intern by the Company. Confidential Information shall not include information that is:

a. in or becomes part of the public domain other than by disclosure by the Intern in violation of this Agreement;
b. demonstrably known to the Intern previously, without a duty of confidentiality.
c. independently developed by the Intern outside of this Agreement;
d. rightfully obtained by the Intern from third parties without a duty of confidentiality; or
e. required to be disclosed under applicable laws**.**

5.2. You agree not to disclose or use any Confidential Information of the Company for any purpose whatsoever during or after your internship with the Company.



5.3. You further recognize that since damages and compensation alone are not sufficient remedy for the breach of this Section, the Company shall be entitled to seek specific performance or injunctive relief (as appropriate) as a remedy for any breach or threatened breach, in addition

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to any other remedies at law or in equity.

6. INTELLECTUAL PROPERTY RIGHTS

6.1. "**Intellectual Property Rights**" shall mean all rights in and in relation to any intellectual property rights subsisting in any work, products, software, patents, patent applications, moral rights, trademarks, trade names, service marks, service names, brand names, internet domain names and sub-domains, invention, processes, formulae, copyrights, business and product names, logos, slogans, trade secrets, industrial models, processes, designs, database rights, methodologies, computer programs, manufacturing / engineering and technical drawings / information, know-how, all pending applications for and registrations of patents, entity models, trademarks, service marks, copyrights, designs and internet domain and sub-domains and all other intellectual property patents, copyright, designs, trade or service marks (whether or not registered), rights in inventions, confidential information, web formatting scripts, domain names, database rights, moral rights or other similar rights in developed, being developed or proposed to be developed by the Company or for the purpose of the business of the Company, of whatever nature situated in any country and the benefit of any of the foregoing (in each case, whether registered or not, whether now or hereinafter existing and including applications for the grant or registration of any of the foregoing or rights to apply for grant or registration of any of the foregoing in any part of the world and any applications therefore).

6.2. You agree and understand that any and all copyrightable works that are prepared by you, within your scope of internship, is “work for hire” under law and the Company will be considered the first owner of such copyrightable works.

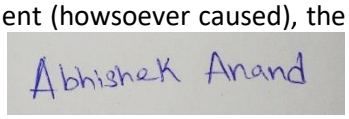
6.3. You undertake that you shall at all times during your internship with the Company, and at any time after, fully co-operate with the Company to register, perfect and/or enforce Intellectual Property Rights that may derive as a result of the work performed by you as an Intern of the Company. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company to create, establish, publish or protect said Intellectual Property Rights.

7. TERMINATION

7.1. Either party may terminate this Agreement without being liable to give any reasons, by written notice of 30 (thirty) days to the other party.

7.2. The Company shall be entitled to terminate this Agreement immediately and without notice for Cause. Termination for "Cause" shall include termination for: (a) material breach of this Agreement by you; {b) gross negligence by the Intern in the performance of his/her duties under this Agreement; (c) willful dishonesty, fraud or misconduct by you; (d) conviction of the Intern in a crime involving moral turpitude and (e) the commission of any act in direct or indirect competition with or materially detrimental to the best interests of Company.

7.3. On request and in any event on the termination of this Agreement (howsoever caused), the



Intern shall:

I. deliver to the Company all and any property belonging to the Company or relating to its business in his power, possession or control including but not limited to, any equipment, records, correspondence, files, client lists, all material and documents (whether

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confidential or not) and any other property belonging to the Company;

II. if so, requested by the Company, make reasonable efforts to delete any Confidential Information relating to the business of the Company (and all matters derived from them) that is stored on any magnetic or optical disks or memories of any computer or otherwise in any electronic form and which is in his possession, custody or control and shall in any event not use such confidential information pursuant.

8. INDEMNIFICATION

8.1. The Intern agrees to indemnify and hold harmless the Company (and its directors, employees, affiliates, agents, successors and assigns), from and against any losses, claims, costs and damages, actions and expenses (including legal fees), of any kind which may be incurred, suffered, brought or threatened against the Company arising out of any breach of applicable laws, breach of any covenant, term, condition, representation, undertaking provided by the Intern under this Agreement, willful default, gross negligence and fraud.

9. GOVERNING LAW AND DISPUTE RESOLUTION

9.1. This Agreement will be governed by and construed in accordance with Indian law. Courts at [Mumbai] shall have exclusive jurisdiction to deal with any case of any dispute or difference between the Company and the Intern in connection with or arising out of the Agreement (whether during or after termination, abandonment, or breach of this Agreement).

10. MISCELLANEOUS

10.1. References in this Agreement to rules, regulations, policies, handbooks, or other similar documents which supplement it, are referred to in it or describe any leaves or other benefits arrangement are references to the versions or forms of the relevant documents as amended or updated from time to time.

10.2. The Intern shall not assign any of his/her obligation under this Agreement to any third party.

10.3. This Agreement may be executed in counterparts, all of which taken together shall constitute one and the same document.

10.4. If any provision of this Agreement is or becomes invalid, illegal, or unenforceable, the provision shall be deemed modified to the minimum extent necessary to make it valid, legal, and enforceable. Any such modification of a provision shall not affect the validity, legality, and enforceability of the rest of this Agreement. If a party gives notice to another party of the possibility that any provision of this Agreement is invalid, illegal, or unenforceable, the parties shall negotiate in good faith to amend such provision so as to give effect to the original intent of the parties as closely as possible in order for the transaction and arrangement contemplated herein are consummated as originally contemplated to the fullest extent possible.

10.5. This Agreement supersedes any previous written or oral agreement between the Parties in relation to the matters dealt with in it. It contains the whole agreement between the parties relating to the employment at the date the agreement was entered into (except for those terms implied by law which cannot be excluded by the agreement of the parties).

10.6. The Intern acknowledges that he/she has not been induced to enter into this Agreement by any representation, warranty or undertaking not expressly incorporated into it. The Intern

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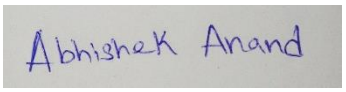
agrees and acknowledges that his/her only rights and remedies in relation to any representation, warranty or undertaking made or given in connection with this Agreement will be for breach of the terms of this Agreement, to the exclusion of all other rights and remedies (including those in tort or arising under statute).



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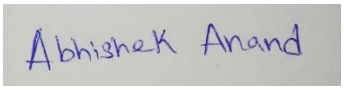
IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED BY THE£R DULY AUTHORISED REPRESENTATIVES AS OF THE DAY AND YEAR HEREINABOVE WRITTEN

Signed and delivered for and on behalf of Company DocuSigned by: Pramey Jain B1B3C113DC9D4F0...	Signed and delivered for and on behalf of Intern 
By: Pramey Jain Title:- Co-Founder & CEO	Name: Abhishek Anand

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ANNEXURE A

LIST OF DOCUMENTS

SR. NO	PARTICULARS	DOCUMENTS TO BE SUBMITTED	FORMAT
1.	Photo ID	3 passport size photographs of self	
2.	Photo ID	PAN card	Photocopy/Scan
3.	Photo ID	Aadhar card	Photocopy/Scan
4.	Proof of age	Driver's License/ Voter's ID card/ Passport	Photocopy/Scan
5.	Proof of residence	Telephone Bill/ Ration Card/ Voter ID Card/ Electricity Bill/ Rent Agreement/ Passport	Photocopy/Scan
7.	(if applicable)	Last 3 months' salary slips	Photocopy/Scan
8.	Educational qualification	Mark-sheets/Degree certificates of 10^{th}, 12^{th}, Graduation degree (if applicable) and Post Graduation degree (if applicable)	Photocopy/Scan

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Offer for Employment

Date: 19-12-2023

To,
Mr/Ms. Amritanshu Suyal

Dear Amritanshu,

Sub: Letter of Offer for Employment

We are pleased to make you an offer as Intern in our organization, Darwinbox Digital Solutions Private Limited (a private limited company incorporated as per Company's Act, 2013 with CIN:U74900TG2015PTC101793) with effect from 16-01-2024 and Hyderabad, Telangana, India as work location.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B as well as Annexure C: PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
For Darwinbox Digital Solutions Private Limited

P.S.N. Chaitanya

Chaitanya Peddi
Director.

With the signature below, I accept this offer for employment.

Name: Amritanshu Suyal
Date:

Annexure A - Compensation:

Your internship period will be 6 months from your date of joining. Depending on your performance during the internship period, you may be offered a full-time employment role with the designation as SDE- I.

You will be paid an amount of ₹25,000 per month as a stipend during the initial 6-month Internship period. If you are converted into a full-time employee, you will be paid total compensation of Rs. 16,30,000 per annum as detailed below.

Component	**Value**
Basic Pay	4,00,000
House Rent Allowance	1,60,000
Leave and Travel Allowance	33,3333
Special Allowances	1,85,067
Employer Provident Fund	21,600
Total Fixed Salary	**8,00,000**
Maximum Performance Bonus	2,40,000
Employee Retention Pay (ERP) - 1st Year	2,50,000
Employee Retention Pay (ERP) - 2nd Year	2,50,000
Employee Relocation Allowance	80,000
Employee Insurance	10,000
Total CTC	**16,30,000**

Performance Variable Pay:

Rating	Pay-out (For 12-month period)
1 - Distinctive	30% of total fixed salary
2 - Outperforms	20% of total fixed salary
3 - Consistently Performs	10% of total fixed salary
4 - Needs Improvement	NA

The performance and retention bonuses are paid yearly. The retention bonus is subject to recovery if the employee fails to serve the company for a period of 12 months from the date of payment.

The relocation allowance is applicable only if an employee is relocating to their office city from a different location.

Annexure B:

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars to ensure correspondence at any point throughout your employment and after separation. You would also let us know the name and address of your legal heir/nominee.

2. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position and location, the company reserves the right to send you on deputation/transfer/assignment to any position at any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

3. Probation:

The company follows a policy of a 6-month probation period. The company shall have the opportunity to assess the suitability of the employee's performance and conduct (in the probation period). During the probation period, either party can terminate the agreement by giving one month's notice.

4. Performance Reviews and Appraisal:

The Company follows a policy of annual performance reviews. You will be eligible for performance-based incentives on the basis of your performance during the corresponding review period.

The Company also has a policy of annual salary appraisal based on performance.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other processes/method likely to result in the more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

7. Restrain:

I. Access to Information:

Information is available on a need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company. You are bound to inform any access that you continue having to the company's information post your separation from the company that included but is not limited to client data, access to all internal and external portals that are provided to facilitate your work and employment during your tenure at Darwinbox.

II. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes the usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for a misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

8. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to the computer system, disabling all working stations, floppy disk drives and company-wide awareness about the need for protection of intellectual property and sensitive customer information.

9. Termination of Service:

I. You can terminate this employment by serving a notice of two months. It is the company's sole discretion to waive off the notice period with the option to buy out the notice period. In case notice period buyout is agreed by the company in lieu of shortfall of serving notice period, the employee is bound to pay an amount equivalent to the Basic Salary for the days there is a shortfall of serving the notice period.

II. The company can terminate employment at any time by giving a notice of two months. However, in cases where employee performance does not meet expectations, the employee will be put through a performance improvement plan as per the prevailing policy. In case there is no progress at the end of the plan, the employment will be terminated immediately without any notice of termination or notice pay.

III. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such a case, your employment shall automatically come to an end without any notice of termination or notice pay. The company also holds the right to go for any penal actions against the employee.

IV. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of a contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein, the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

10. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency in technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In the case at a later date, any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters including those not specifically covered here such as travelling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

Offer for Employment

Date: 08-06-2024

To,
Mr/Ms. Amritanshu Suyal

Dear Amritanshu Suyal,

Sub: Letter of Offer for Employment

We are pleased to make you an offer as SDE - I in our organization, Darwinbox Digital Solutions Private Limited (a private limited company incorporated as per Company's Act, 2013 with CIN:U74900TG2015PTC101793) with effect from 10-06-2024 and Hyderabad, Telangana, India as work location.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B as well as Annexure C: PROPRIETARY INFORMATION AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as proof of the above we retain the right to review our offer of employment. Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
For Darwinbox Digital Solutions Private Limited

Chaitanya Peddi
Director.

With the signature below, I accept this offer for employment.

Name: Amritanshu Suyal
Date:

Annexure A - Compensation:

You will be paid total compensation of Rs. 16,30,000 per annum as detailed below.

Component	Value
Basic Pay	4,00,000
House Rent Allowance	1,60,000
Leave and Travel Allowance	33,3333
Special Allowances	1,85,067
Employer Provident Fund	21,600
Total Fixed Salary	**8,00,000**
Maximum Performance Bonus	2,40,000
Employee Retention Pay (ERP) - 1st Year	2,50,000
Employee Retention Pay (ERP) - 2nd Year	2,50,000
Employee Relocation Allowance	80,000
Employee Insurance	10,000
Total CTC	**16,30,000**

Performance Variable Pay:

Rating	Pay-out (For 12-month period)
1 - Distinctive	30% of total fixed salary
2 - Outperforms	20% of total fixed salary
3 - Consistently Performs	10% of total fixed salary
4 - Needs Improvement	NA

The performance and retention bonuses are paid yearly. The retention bonus is subject to recovery if the employee fails to serve the company for a period of 12 months from the date of payment.

The relocation allowance is applicable only if an employee is relocating to their office city from a different location.

Annexure B:

1. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars to ensure correspondence at any point throughout your employment and after separation. You would also let us know the name and address of your legal heir/nominee.

2. Assignment, Transfer and Deputation:

Though you have been engaged to a specific position and location, the company reserves the right to send you on deputation/transfer/assignment to any position at any of the company's branch offices in India or abroad, whether existing at the time of your appointment or to be set up in the future.

3. Probation:

The company follows a policy of a 6-month probation period. The company shall have the opportunity to assess the suitability of the employee's performance and conduct (in the probation period). During the probation period, either party can terminate the agreement by giving one month's notice.

4. Performance Reviews and Appraisal:

The Company follows a policy of annual performance reviews. You will be eligible for performance-based incentives on the basis of your performance during the corresponding review period.

The Company also has a policy of annual salary appraisal based on performance.

5. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other processes/method likely to result in the more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. Secrecy/Confidentiality:

You will not during the course of your employment with the company or at any time thereafter divulge or disclose to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

7. Restrain:

I. Access to Information:

Information is available on a need-to-know basis for specific groups and the information is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the company. You are bound to inform any access that you continue having to the company's information post your separation from the company that included but is not limited to client data, access to all internal and external portals that are provided to facilitate your work and employment during your tenure at Darwinbox.

II. Restriction on Personal Use:

Use of company resources for personal use is strictly restricted. This includes the usage of computer resources, information, internet service, and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for a misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

8. Security:

Security is an important aspect of our communication and office infrastructure. Communication security is maintained by controlling physical access to the computer system, disabling all working stations, floppy disk drives and company-wide awareness about the need for protection of intellectual property and sensitive customer information.

9. Termination of Service:

I. You can terminate this employment by serving a notice of two months. It is the company's sole discretion to waive off the notice period with the option to buy out the notice period. In case notice period buyout is agreed by the company in lieu of shortfall of serving notice period, the employee is bound to pay an amount equivalent to the Basic Salary for the days there is a shortfall of serving the notice period.

II. The company can terminate employment at any time by giving a notice of two months. However, in cases where employee performance does not meet expectations, the employee will be put through a performance improvement plan as per the prevailing policy. In case there is no progress at the end of the plan, the employment will be terminated immediately without any notice of termination or notice pay.

III. Unauthorized absence or absence without permission from duty for a continuous period of 7 days would make you lose your lien on employment. In such a case, your employment shall automatically come to an end without any notice of termination or notice pay. The company also holds the right to go for any penal actions against the employee.

IV. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of a contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein, the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

10. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency in technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In the case at a later date, any of your statements/particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters including those not specifically covered here such as travelling, retirement, etc. you will be governed by the rules of the company as shall be in force from time to time.

WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED

Corporate & Registered Address: 1st Floor, Tower A, Unitech Cyber Park, Sector 39, Gurgaon
Haryana, 122003 http://www.planetspark.in

EMPLOYMENT AGREEMENT

This Employment Agreement (**"Agreement**") is entered into this **6th February 2024** at Gurgaon by and between:

Winspark Innovations Learning Private Limited, a company registered under the Companies Act, 2013 and having its registered office at **1st Floor, Tower A, Unitech Cyber Park, Sector-39, Gurgaon - 122001** India, hereinafter referred to as "**Company**", (which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successors and assigns) and

Aditya Sharma, 21/639, Preet Vihar colony, Bulandshahr (UP)

The Company and the Employee may hereinafter be also referred to in this Agreement individually as a "**Party**" and collectively as the "**Parties**".

RECITALS

(A) Whereas, the Company is engaged in the business of live online learning ("**Company Business**");

(B) Whereas, Employee has represented to the Company that he is highly skilled in the field of Sales and Business Development

(C) Whereas, the Company desires to offer employment to the Employee and the Employee desires to accept such offer of employment, on the terms and conditions set forth in this Agreement;

(D) Whereas, the Company and the Employee have agreed to enter into this Agreement to decide and determine the terms and conditions of employment of the Employee with the Company and have agreed that the Employee's employment with the Company shall be effective from **6th February 2024** and shall be governed by the terms and conditions contained in this Agreement;

NOW, THEREFORE, in consideration of the promises and premises set forth herein, and other good and valuable consideration the sufficiency of which is hereby jointly acknowledged, the Parties hereby agree as follows:

WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED

Corporate & Registered Address: 1st Floor, Tower A, Unitech Cyber Park, Sector 39, Gurgaon
Haryana, 122003 http://www.planetspark.in

ARTICLE I

TERM OF EMPLOYMENT

1.1 Term of Employment: On and subject to the terms and conditions of this Agreement, the Company hereby agrees to employ the Employee and the Employee agrees to serve the Company from the Effective Date until retirement of the Employee in accordance with the policy of the Company in this regard subject to all applicable laws or until earlier termination of this Agreement in accordance with the terms hereof ("**Employment Period**")

1.2 Place of Employment: Employee's principal place of employment during the Employment Period shall be at the Company's offices or such place as communicated from time to time to the Employee by the Company.

The Employee may be transferred to any other branch or subsidiary or associate company at any place at the sole discretion of the Company acting in good faith and he shall report to such place within the specified time frame as may be specified by the Company.

1.3 With effect from the Effective Date, the Employee shall serve as the **Business Development Associate** such other position as may be designated by the Company and accepted by the Employee from time to time.

ARTICLE II

SCOPE OF WORK

2.1 Scope of Work: During the Employment Period, the Employee shall perform the scope of work that is provided in **Annexure 1** to this Agreement. The Employee acknowledges that the Company reserves the right to modify any power and/or duty delegated to the Employee.

2.2 The Employee shall conduct the business and affairs of the Company in accordance with the scope of powers and functions of the Employee within the framework as laid down in this Agreement andas may be communicated from time to time to the Employee by the Company.

2.3 The Employee agrees to abide by the rules, regulations, instructions, personnel policies and anyother policies of the Company and any change thereof which may be adopted by the Company from time to time and shall not raise any questions or objections in that behalf.

2.4 In carrying out duties, with effect from the Effective Date, the Employee will report to a person as may be directed by the Company from time to time.

2.5 The Employee shall perform his/her services with due diligence and in a safe and competent manner and shall comply with all applicable laws. The Employee shall act in and use his/her best endeavors to protect and promote the interests of the Company in accordance with the general directions of the Company. The Employee shall provide full benefit of his/her knowledge, experience, expertise, technical skill and ingenuity in connection with the services to be provided by him/her to the

Company and devote his time, attention and abilities as may be necessary for the proper performance of the said services.

2.6 Employee agrees that he will not, during the Employment Period and post termination / expiration of employment with the Company, improperly use or disclose any proprietary information or trade secrets of any person or entity with which Employee has an agreement or duty to keep in confidence information acquired by Employee, if any. Employee also agrees that Employee will not bring onto the Company's premises any unpublished document or proprietary information belonging to any such person or entity unless consented to in writing by such person or entity during the Employment Period and post termination / expiration of employment with the Company.

2.7 Employee also agrees that he will, from time to time during the term of this Agreement or any extension thereof, keep the Company advised as to Employee's progress in performing the services under this Agreement. Employee further agrees that he will, as requested by the Company, prepare written reports with respect to such progress and provide such reports as and when requested by the Company.

ARTICLE III

TIME TO BE DEVOTED TO EMPLOYMENT

3.1 Time to be devoted to employment: During the Employment Period, the Employee shall devote all of his/her time, attention and energies to his/her duties and responsibilities as provided hereunder andshall assume and perform such further reasonable responsibilities and duties as may be assigned or directed by the Company. During the Employment Period, the Employee shall not hold any other professional, executive, managerial or directorial positions or any other position or responsibilities in or in relation to any entity/person other than the Company.

ARTICLE IV

RENUMERATION

4.1 Employee remains in the training stipend/salary until 1 lac revenue reflects in the dashboard with effect from the Effective Date of revenue achieved, the Company agrees to pay the Employee, compensation and benefits as set out in the **Annexure 2** hereto for the services provided by the Employee hereunder and any amendments hereto made by the Company from time to time.

4.2 Taxes: The payments made to the Employee by the Company for the services rendered to the Company by the Employee, may be subject to the withholding of taxes as applicable under the applicable laws and the Company in such an event may deduct applicable tax at source. The Parties expressly agree that the Employee shall be liable for any income tax (and any surcharge thereon) and other applicable taxes, arising out of the payments received by such Employee by way of remuneration as stated in this **ArticleIV**.

4.3 Employee Benefits: The Employee shall be entitled to participate, along with other employees of the Company, in any of the employee benefit and compensation plans as required to be provided to

the Employee by the Company as per applicable laws.

4.4 Business Expenses: The Company shall reimburse the Employee for all reasonable, ordinary and necessary expenses incurred by the Employee in carrying out his/her duties in the ordinary course under this Agreement, upon presentation by the Employee to the Company of proper accounts, statements, invoices or receipts for such items, provided all such expenses were pre-approved by the Company.

4.5 The Employee acknowledges that the remuneration provided under this Agreement is the full remuneration and benefit payable to him/her in respect of his/her employment and is paid in full satisfaction of any obligations to make payments for overtime, allowances, leave encashment or other monetary benefits to the Employee under applicable law.

4.6 The Employee will not disclose to or discuss his/her remuneration package with any other person.

ARTICLE V

NON-COMPETITION, NON-SOLICITATION

5.1 During the Employment Period, the Employee undertakes to continue to provide on full time basis his/her

services to the Company. The Employee further undertakes that, for the duration of this Agreement, he shall neither engage in any other business, trade or profession, on a part time or whole time basis, nor shall he hold any other professional, executive, managerial or directorial or any other positions or responsibilitiesn or in relation to any entity other than the Company or its affiliates/joint ventures/subsidiaries. During the employment with Winspark Innovations Learning Pvt Ltd, and for a period of 2 years following the termination of your employment, Employee agrees that Employee will not directly or indirectly engage in or be employed or associated with any business, entity, or person that offers learning products for 5 years to 40-year-old learners, including but not limited to Coding, Math, English, Science or any other subject. This restriction shall apply regardless of whether such business, entity, or person is in competition with Winspark Innovations Learning Pvt Ltd. The Employee shall not during the Non-Compete Period, whether by himself / herself or with any third party (i) engage in, directly or indirectly, and whether as an individual, through a partnership or as a shareholder, joint venture partner, collaborator, consultant, investor, advisor, principal contractor or subcontractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise; (ii) assume individual contributor role or management role in; and/or (iii) set up, solicit business on behalf of, render any services to, engage in, guarantee any obligations of, extend credit to, or have any ownership interests or other affiliation in, any business that (a) competes with the business of any Group Company; or (b) carries on business that is similar to the business of any Group Company. "**Non- Compete Period**" shall mean the period commencing from the Effective Date and ending six months from the date of the Employee ceasing to (a) be employed by the Company and (b) hold any shares in the Group Company. Given the nature of the role and responsibility of and the powers available to the Employee, he/she agrees that (a) the restrictions shall be worldwide irrespective of whether a Group Company is operating in such territory or not; (b) a wide restriction is reasonable; and (c) no separate non-compete fees are payable to the Employee, and the consideration for the non-compete restriction contained herein is deemed to have been received under this Agreement. Employee also acknowledges the receipt and sufficiency of such consideration received towards the non-compete

restriction contained herein. "**Group**" shall refer to the Company and its current and future subsidiaries and "**Group Company**" shall refer to any member of theGroup.

It is clarified that the restriction set out in this Clause shall not be applicable in the event of and solely to the extent of the Employee making or holding any passive financial investment in any listed public company, where the extent of his/her shareholding does not exceed 2% (two) percent of the total equity share capital of such company.

Employee further undertakes that he/she shall not, during the Non-Compete Period (a) directly or indirectly, hire or attempt to hire for any purpose whatsoever, any employee of the Group Company or any person whowas an employee of the Group Company at any time during the last 12 (twelve) months prior to the date of such proposed employment / engagement; and (b) solicit any customers / clients of the Company.

5.2 The Employee further undertakes to the Company that:

5.2.1 During the Employment Period he shall not, either personally or through an agent, company, affiliate, consultant, advisor, contractor, trustee, relative, shareholder or otherwise in any other manner, directly or indirectly:

(a) be concerned in any competitor of the Company in the territory of India or outside, any business directly or indirectly providing services in the territory of territory of India or outside which competes with the Company Business;

Contact and/or attempt to contact any of the existing or prospective clients (i.e. any person or organization with whom the Company and/or its affiliates is exploring a professional or business relationship) of the Company and/or its affiliates to entice such clients away from the Company and/or its affiliates or to damage in any way their business relationship with the Company and/or its

(b) canvas or solicit and / or attempt to solicit business or customers for services of same type to those being provided by the Company, from any person who is or has been a customer of the Company or any of the Company's existing employees or any person engaged with the Company;

(c) induce or attempt to induce any supplier (or provider of service) or customer of the Company to cease to supply (or provide services) or purchase, or to restrict or vary the terms of supply (or provision of service) to or purchase from, the Company or otherwise interfere with the relationship between such a supplier (or provider of service) or the customer and the Company;

(d) induce or attempt to induce any employee, customer, user, teacher or consultant of the Company to leave the employment of or cease the relationship with the Company.

5.2.2 The obligations set out in Article 5.2.1 (a), (b), (c), (d) and (e) above, shall continue to apply on the Employee for a period of six months from the later date of the Employee ceasing to (a) be employed by the Company and (b) hold any shares in the GroupCompany

5.2.3 The Employee shall not during Employment Period and at any time after the termination/expiration of this Agreement, directly or indirectly:

(a) use or register or protect in any way any name identical to or likely to be confused with a name (including brand or a trade or company name) previously or presently being used by the Company; or

(b) hold himself/herself out as having any continuing connection with the Company to the disadvantage of the Company or in contravention of any terms and conditions of this Agreement other than as expressly agreed by the Parties in writing.

5.2.4 The Employee undertakes with the Company that during Employment Period and at any time after the termination/expiration of this Agreement, he shall not use (either personally or through an agent or otherwise, directly or indirectly) or authorize to be used, except as may be required for the purposes of or in connection with the business of the Company or his/her employment under this Agreement:

(a) Any Confidential Information or any information of a secret or confidential nature relating to the Company Business or the affairs of the Company; or

(b) any brand, logo, Intellectual Property or trade name used by the Company, or any other name likely to be confused with such a trade name.

5.3 For the purposes of Article 5.2.1 (a) above, an Employee is concerned in a business if:

5.3.1 he carries it on as principal or agent; or

5.3.2 he is a partner, director, employee, secondee, consultant or agent in, of or to any person whocarries on the said business; or

5.3.3 he has any financial interest (as shareholder or otherwise) in any person who carries on the said business referred to in Article 5.2.1(a); or

5.3.4 he is a partner, director, employee, secondee, advisor, consultant or agent in, of or to any person who has a direct or indirect financial interest (as shareholder or otherwise) in any person who carries.

5.4 The Employee acknowledges that the restrictions and limitations set forth in this Agreement are mainly to protect the value of the Company and secure to the Company and its shareholders the benefits of the business of the Company. The Employee hereby acknowledges and agrees that the limitations as to time and the limitations of the character or nature placed in this Clause 5 are reasonable and fair and will not preclude the Employee from earning a livelihood, nor will they unreasonably impose limitations on the Employee's ability to earn a living. In addition, the Employee agrees and acknowledges that the potential harm to the Company of the non-enforcement of this Clause 5.5 outweighs any potential harm to the Employee by this Agreement and has given careful consideration to the restraints imposed upon the Employee by this Agreement, and is in full accord as to their necessity for the reasonable and proper protection of Confidential Information and Intellectual Property of the Company now existing or to be developed in the future. The

Employee expressly acknowledges and agrees that each and every restraint imposed by this Agreement is reasonable with respect to subject matter, time period and other limitations.

5.5 It is expressly understood and agreed by the Parties that although the Employee and the Company consider the restrictions contained in this Clause 5 to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that the time or any other restriction contained in this Agreement is an unenforceable restriction against the Employee, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

5.6 The Employee acknowledges and deems the terms and conditions of this Agreement, including the remuneration given to the Employee hereunder, to be adequate consideration for giving the undertakings contained in this **Article V**.

5.7 The Employee acknowledges and agrees that the covenants contained in this Article V are no more extensive than is reasonable to protect the interests and goodwill of the Company and to protect the business of the Company.

5.8 For the purposes of this Clause 5, the Company shall be construed to include the Company and its affiliates.

ARTICLE VI

INTELLECTUAL PROPERTY RIGHTS

6.1 **Prior Developments**: The Employee has submitted to the Company a complete report with all supporting documents relating to all the Confidential Information, Intellectual Property and all other information developed by the Employee on or prior to the Execution Date, which would be excluded from the scope of this Agreement. To preclude any possible uncertainty, the Employee sets forth in **Annexure 3** attached hereto a complete list of all Intellectual Property, that the Employee has, alone or jointly with others, conceived, developed or reduced to practice or caused to be conceived, developed or reduced to practice prior to the Execution Date, that the Employee considers to be his/her property or the property of third parties and that the Employee wishes to have excluded from the scope of this Agreement. If any such disclosure has not been made in **Annexure 3**, the Employee represents that he does not own any Intellectual Property prior to Execution Date.

6.2 **Acknowledgment**: The Employee acknowledges and agrees that the Intellectual Property as well as any portion thereof developed by the Employee during the Employment Period shall be the sole property ofthe

6.3 **Disclosure**: During the Employment Period and for six (6) months after termination/expiration of the this Agreement, the Employee agrees to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company

all Intellectual Propertyand relevant records, which records will remain the sole property of the Company. The Employee further agrees that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright which is conceived, developed, reduced to practice by the Employee (alone or with others) during the Employment Period, shall be promptly disclosed to the Company.

6.4 **Handing-over**: The Employee agrees that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of the Intellectual Property, however and whenever produced (whether by Employee or others) and whether or not protected under copyright law or patentable or protected under other intellectual property law, shall be immediately handed over to the Company upon its creations and any copies thereof returned to the Company upon termination of Employee's employment for any reason.

6.5 **Ownership**: The Employee agrees that the exclusive ownership of all content and/or part of Intellectual Property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to the Company from date of creation. The Employee hereby waives all moral rights in relation to the Intellectual Property.

6.6 **Assignment**: The Employee hereby irrevocably, absolutely and perpetually assigns to the Company worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Intellectual Property developed by the Employee, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee hereby agrees to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. The Employee further agrees to assist and cooperate with the Company in perfecting the Company's rights in any of its Intellectual Property.

6.7 **Agreement to Assign**: To the extent any assignment of Intellectual Property cannot be made to the Company or its designees, for any reason whatsoever, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to Company or its designees, all of the Employee's right, title and interest including IPRs therein or any part thereof.

6.8 **Co-operation**: During and after the term of the Employee's employment by the Company, the Employee shall and undertakes to assist the Company, at the Company's expense, in every proper way to (i) secure and maintain the Company's rights hereunder and to carry out the intent of this Agreement and for vesting the Company with full title of the Intellectual Property and all rights, titles and interest including IPR therein;
(ii) to apply and prosecute registration applications in respect of IPRs relating to Intellectual Property for the Company's benefit, in any and all countries; (iii) sign, execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be required for the abovementioned purposes.

6.9 **Power of Attorney**: Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any IPRs, due to any cause, the Employee herebyirrevocably designates and appoints the Company and each of its duly authorized officers and agents as the Employee's

agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcementof IPRs or protection in respect of the Intellectual Property, with the same force and effect as if executed and delivered by the Employee. The Company reserves the right to appoint another attorney in lieu of the attorney as appointed hereinabove.

6.10 **Third-Party Material**: The Employee represents and warrants that he will not use or integrate in the Intellectual Property any third-party materials or data that are not validly licensed to the Company unless previously authorized by the Employee's reporting officer in the Company. The Employee represents and warrants that the Employee has not violated the Intellectual Property Rights of any third party, and covenants that he shall not violate the Intellectual Property Rights of any third party in the course of his/her employment with Company. Provided that in the event the Company is held liable for the Employee's violation of any Intellectual Property Rights, the Employee undertakes to indemnify the Company and/or its Affiliate as the case may be against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

6.11 **License**: If, in the course of the Employee's employment with the Company, the Employee incorporates Intellectual Property into the Company's product, process or machine, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sub-licensees) to make, have made, modify, use and sell such Intellectual Property.

6.12 The Employee agrees and acknowledges that the fee paid to him/her by the Company includes considerationfor assignment of all Intellectual Property developed by him/her in accordance with this **Article VI**.

ARTICLE VII

NON-DISCLOSURE OF CONFIDENTIAL INFORMATION

7.1 Non-Disclosure of Confidential Information: All Confidential Information including memoranda, notes, records or other documents made or compiled by the Employee or made available to him/her during the Employment Period concerning the Company including its business shall be the property of the Company and shall, if in the possession or under the control of the Employee, at the Company's request, be promptly delivered to the Company upon the termination or expiration of the Employee's employment or any time as may be requested by the Company. Anytime during his/her employment with the Company and post termination/expiration of this Agreement, the Employee shall not use for himself/herself or others, or divulge to others, any Confidential Information of the Company obtained by him/her as a result of his/her employment, unless authorized by the Company, other than as may be required for the purposes or in connection with his/her duties. Provided however that, in any event if the Employee is required by law to disclose any Confidential Information, he shall provide the Company with prompt written thereof so that the Company may seek (with the co-operation and best efforts of the Employee) a protective order, confidential treatment or other appropriate remedy, and in any event shall furnish only that portion

of the information which is reasonably necessary for the purpose at hand or as is demanded and shall exercise best efforts to obtain reliable assurance that confidential treatment will be accorded such information to the extent reasonably requested by the Company. The Employee shall not to contact any student or user registered with the Company for any reasons outside his professional duties without prior written authorization from the Company.

7.2 If asked to do so by the Company at any time during his/her employment or automatically when the Employee's employment ends, the Employee will return to the Company all Confidential Information which is in his/her possession or under his/her control and shall not retain any copies, notes or extracts. The Employee shall sign an undertaking confirming that he has complied with this Article and the Company may withhold any sums then owing to him/her until he/she has provided the same.

7.3 Third Party Information: The Employee recognizes that the Company may have received and, in the future, may receive from third parties their proprietary/personal/sensitive information subject to a duty on the Company's part to maintain the confidentiality of such proprietary/personal/sensitive information and use it only for certain limited purposes as strictly required to comply with his/her obligations under the Agreement. The Employee agrees to hold all such proprietary/personal/sensitive information in the strictest confidence and not to disclose it to any person, firm or corporation and to use it consistent with the Company's agreement with such third party.

ARTICLE VIII

TERMINATION OF EMPLOYEMENT

8.1 This Agreement can be terminated by the Company at any time without assigning any reason by giving a written notice of not less than 1 Week. Any time after the Execution Date, this Agreement may be terminated by the Company for cause', with immediate effect by a notice in writing (without salary in lieu of notice):

(a) if the Employee has committed any breach of the terms of this Agreement; or

(b) where the Employee is Charged for any fraud, embezzlement, theft or misappropriation of properties in relation to the Company, or a criminal offence, (″Charged″ under this Agreement means the framing of charge/s by a court of competent jurisdiction, and shall not include a mere allegation, complaint or the filing of a first information report); or

(c) if the Employee has breached a fiduciary duty, made false representations, submitted false documents, suppressed material facts or information required or that ought to have been disclosed, was grossly negligent, or committed willful misconduct or such misdemeanor which is likely to affect or affects the reputation or operations of the Company; or

(d) if the Employee has carried out any misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, moral turpitude or embezzlement, or misappropriation or misuse by the Employee of the Company's property, Confidential Information, Intellectual Property or insubordination or failure to comply with the directions given to the Employee by persons so authorized, or the Employee's adjudged insolvency; or breach by Employee of the Company's policies, code of conduct, or other documents or

directions of Company, or irregularity in attendance, or his/her unauthorized absence of from the place of work for more than ten (10) consecutive working days;or

(e) for offences involving sexual harassment or a breach of the Company's anti-sexual harassment
(f) policies by an internal committee constituted in accordance with Applicable Law; or

(g) if an Employee having been declared insolvent under Applicable Law or consummation of any transactions or arrangements between the Employee and his/her creditors in relation to his/her insolvency; or

(h) for any business reasons.

8.2 This Agreement shall terminate upon Employee's total permanent disability, or death.

8.3 This Agreement can also be terminated by the Company with immediate effect anytime during the 3 months of probation period if the performance of the Employees is not considered satisfactory in its sole discretion.

8.4 The Employee can terminate this Agreement by giving a written notice of not less 1 Week to the Company .

8.5 For resigned/terminated employees the full and final settlement will be done after 90 days from the last working date. For the sales employees the incentives based on refund will be adjusted in the FNF.

ARTICLE IX

OBLIGATION AND TERMINATION

9.1 Obligations upon Termination:

a. Compensation Payments: Subject to **Article VIII**, upon the termination of the Employee's employment, the Company shall pay to the Employee, at the time of such termination, in a lump sum, an amount equal to any remuneration, bonus or benefits (as described in Article IV) which is accrued but unpaid through the date of termination as the full and final payment settlement to such Employee (such date, the "**Termination Date**").

b. Death: This Agreement shall automatically terminate (and the employment of the Employee hereunder shall automatically stand terminated) immediately in the event of the death of the Employee during the Employment Period; Provided however, that the Company shall pay to the Employee's heirs or legal representatives or such other person so nominated by the Employee as his/her nominee, any payments due to the Employee under this Agreement.

c. Upon the termination/expiration of this Agreement, or upon Company's earlier request, Employee will deliver to the Company all of the Company's property, Confidential Information, Intellectual Property including but not limited to all electronically stored information and passwords to access such property, or confidential information that Employee may have in his/her possession or control and shall not retain or make any copies of these items. The Employee shall also not make any claim in respect of these items or any part thereof.

9.2 Upon termination of this Agreement howsoever arising, the provisions of this Agreement as applicable post termination of this Agreement and stipulated elsewhere in this Agreement shall also apply.

ARTICLE X

REPRESENTATIONS AND WARRANTIES

10.1 Representations and Warranties: The Employee represents, warrants, and covenants to the Company as follows:

a) The Employee has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with the Company;

b) The Employee has read and fully understood the terms and conditions set forth herein, has had time to reflect on and consider the benefits and consequences of entering into this Agreement, and has obtained independent legal advice in connection with the execution of this Agreement;

c) The Employee is not subject to any written non-solicitation or non-competition agreement affecting his/her employment with the Company;

d) The Employee is not subject to any written confidentiality or non-disclosure agreement affecting his/her employment with the Company;

e) The Employee has not brought any trade secrets, confidential business information, documents, or other personal property of a prior employer;

f) In entering into and/or in performing this Agreement, he is not in breach of any express or implied terms of any contract or of any obligations to any thirdparty;

g) the execution and delivery of this Agreement by the Employee shall be a valid and binding obligation of the Employee, enforceable in accordance with its terms;

h) the execution, delivery and performance of this Agreement by Employee does not and shall not conflict with, breach, violate or cause a default under any of the agreements relating to his/her previous employment(s), engagement, consultancy, contract, instrument, law, order, judgment or decree to which the Employee is a party or by which the Employee is bound;

i) all Work Product developed bythe Employee and services rendered, for / to the Company does not and shall not infringe or violate the rights, or the intellectual property rights of any third person and the Work Product does not and shall also not violate or infringe any applicable law; and

j) he is not bound by any obligations owed to any persons other than the Company which would prevent the Employee from complying with the terms of this Agreement and the Employee shall not use any intellectual property rights or information in breach of rights owed to or held by persons other than the Company and the Employee shall not copy or adapt copyright works or designs owned by third person.

ARTICLE XI

REMEDIES

Each Party acknowledges that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and will not have an adequate remedy at law in the event of a material breach by the Employee of any of his/her obligations, covenants, representations and warranties or agreements contained/ recorded in this Agreement. The Employee hereby waives the claim or defense that an adequate remedy at law is available. The Parties acknowledge that the Company will be entitled to institute and prosecute proceedings in any court of competent jurisdiction to refrain the Employee from violating any contractual or legal obligations or to compel performance of the Employee's obligations hereunder. Injunctive relief shallbe in addition to any remedy to which the Company Party may be entitled, at law or in equity (including, but not limited to, an action and judgment for damages). Without prejudice to anything else contained in this Agreement, the provisions of **Articles V, VI** and **VII** hereto (collectively, the "**Protective Covenants**") are in addition to, and not in lieu or limitation of, any legal obligations relating to non-competition, non-solicitation, confidentiality, that the Employee may have to the Company. The Parties acknowledge that the Company would not proceed with this Agreement, but for the Protective Covenants contained herein, to ensure the protection of the value created by Company. The employee acknowledges that considering the nature of the activities of the Company, and the quantum and nature of competing businesses in the field, he stands in a special position with respect to the Company in particular, and also the Company Business

generally. The Employee further acknowledges that by virtue of his/her association with the Company and by using his/her expertise and Proprietary Information belonging to the Company, he is capable of offering competition to the Company Business, which could cause irreparable harm to the Company and its affiliates. In light of the above, the Employee acknowledges that (a) the type and periods of restriction imposed by the Protective Covenants are fair and reasonable and are reasonably required in order to protect and

maintain the legitimate business interests and the goodwill associated with the Company Business and the Company; and (b) the time, scope and other provisions of the Protective Covenants have been specifically negotiated by sophisticated commercial parties. If any provision contained in Protective Covenants shall for any reason be held invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provisions of the Protective Covenants. It is the intention of the Parties that if any of the restrictions or covenants contained herein is held to cover a geographic area or to be for a length of time which is not permitted by applicable law, or in any way construed to be too broad or to any extent invalid, illegal or unenforceable, such provision shall not be construed to be null, void and of no effect, but to the extent such provision would be valid, legal or enforceable under applicable law, a court of competent jurisdiction shall construe and interpret or reform Protective Covenants to provide for a covenant having the maximum enforceable geographic area, time period and other provisions as shall be valid, legal and enforceable under applicable law. Each of the restraints and agreements contained in the Protective Covenants is separate, distinct, and severable. The existence of any claim, demand, action or cause of action of either of the Parties, against the other Party, whether predicated in this Agreement or otherwise, shall not constitute a defence against the enforcement by such Party of each Protective Covenant. The Employee acknowledges that the duration and scope of the undertakings under Protective Covenants are reasonable under the circumstances in which they have been given; and such undertakings are material for the willingness of the Company to, and for the Company to enter into this Agreement. All the remedies available to the Company are cumulative.

ARTICLE XII

INDEMNITY

The Employee shall indemnify and hold the Company, its shareholders, directors, officers, on demand promptly harmless from and against any and all actions, claims, suits, expenses, charges and liabilities, judgements, settlements, awards and costs (including reasonable attorney costs on an indemnity basis) fines and penalties due to, arising from or in connection with any misrepresentation, breach of warranty or covenant, or default or non fulfilment of its obligations by the Employee under this Agreement or any third party liability that the Company may incur as a result of complying with the terms and conditions of this Agreement or as a result of Employee's employment with the Company.

IN WITNESS WHEREOF, the undersigned Parties have executed this Agreement, to be effective as of the Execution Date hereof

WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED

Corporate & Registered Address: 1st Floor, Tower A, Unitech Cyber Park, Sector 39, Gurgaon
Haryana, 122003 http://www.planetspark.in

FOR AND ON BEHALF OF Winspark Innovations Learning Private Limited

By:

Name:Kunal Malik

Title:Cofounder

This agreement is accepted by

Signature: Aditya Sharma

ANNEXURE 1

SCOPE OF WORK

Key Responsibilities:

1. Identify and qualify potential prospects through various channels such as phone, email, and social media
2. Schedule and conduct video calls with potential prospects to understand their needs and pitch PlanetSpark's communication skills
course
3. Meet and exceed revenue targets by closing deals and enrolling prospects into the course
4. Build and maintain strong relationships with prospects and customers
5. Keep track of all sales activities using the company's CRM system
6. During the entire course of your employment, you would be expected to deliver 15x of monthly revenue multiple i.e., your revenue punched on the Planet Spark CRM dashboard must be at least 15 times of your monthly gross salary. The company reserves the right to terminate the employment in case the said revenue multiple is not achieved.

WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED

Corporate & Registered Address: 1st Floor, Tower A, Unitech Cyber Park, Sector 39, Gurgaon
Haryana, 122003 http://www.planetspark.in

ANNEXURE 2

COMPENSTATION

Particulars	Monthly	Yearly
Basic Pay	15600	187200
House Rent Allowance	7800	93600
Other Allowance	2000	24000
Special Allowance	7000	84000
Gross Salary	**32400**	**388800**
Employer PF Contribution	1800	21600
*Performance Linked Incentive based on Individual Target	20000	240000
Total CTC		**6,50,400**

Accepted

Mr/Ms – Aditya Sharma

Signature: Aditya Sharma

27th December 2023

Aditya Singh

Bangalore

OFFER LETTER

Dear **Aditya**,

This has reference to your interest in taking up a full-time employment with **ZopSmart (Raramuri Consultancy Services LLP).**

We are pleased to offer you a full time employment in the position **Software Development Engineer – Technology Team.** You will be on internship for a period of 6 months from the date of your joining on **09th January 2024** with a stipend of **Rs. 30,000** per month. And once the internship period is over, you will be converted to full time employee. You will be reporting to the **Lead Engineer**, or any other person authorized by him.

1. Position

1.1. You will be employed with the **Technology Team.** In addition to your usual duties, you will also perform, observe, and conform to such directions and instructions assigned or communicated to you by the Company. As a member of an organization that practices flexibility and continuous improvement in work processes and practices, the Company may from time to time change your duties and responsibilities at its sole discretion.

2. Location

2.1 You will be based at the Company's office at **Bangalore.**

2.2 The Company reserves the right to transfer you at any time to any other location in India or abroad, and/or to a branch office, subsidiary, affiliate company, department, or establishment of the Company, whether in existence on the date of this letter or established or acquired later, provided that the terms and conditions of your employment set forth herein are not adversely affected by such transfer. The Company further reserves the right, subject to applicable laws, to transfer your employment to any other company or legal entity, as part of any transfer of relevant business of the Company or as part of any restructuring or amalgamation or reorganization plan implemented by the Company or by which the Company is bound

3. Compensation and Benefits

3.1. Your gross compensation shall be as set out in ***Annexure A*** annexed hereto and will be subject to all statutory deductions that the Company is required to make.

3.2. The Company intends to provide all the applicable statutory benefits and such other benefits that the Company may from time to time decide to provide including (a) Employee Provident Fund, (b) Employee State Insurance (ESI), (c) Pension. It is however clarified that such benefits and other benefits, if any, and entitlements that may be provided to you by the Company are provided to you on a voluntary basis by the Company in accordance with applicable Company policy and henceare liable to be withdrawn or changed from time to time

3.3. You will be reimbursed for out-of-pocket expenses directly incurred in connection with the performance of your duties and responsibilities on behalf of the Company, as per Company's Reimbursement Policy.

4. Leave

You will be entitled for paid leave as per company's Leave Policy.

5. Training and Certification

As part of your job responsibilities to the company and during the term of your service, you acknowledge and confirm that you will be required from time to time to attend training sessions to upgrade your skills. In addition, you may also be required to clear certain certifications, that are necessary to enable you to perform your job and as required by your role. In the event that you chose to resign from the job with our organization, within the period of 18 months from the date of joining, the company shall be entitled to deduct or recover as the case may be a sum of **Rs.1,50,000/- (Rupees One Lakh & Fifty Thousand Only)** as the training costs and any additional certification costs, that have been incurred by the company on your behalf.

6. Probation

Your appointment is effective from the date of joining duty at the location specified above. You will be on probation for a period of 3 months from the date of joining duty, which may be extendedby the Company in its sole discretion for such further period/periods as it may deem fit. If you successfully complete the probation period, either initial or extended as the case may be, the Company may in its sole discretion confirm your services.

7. Notice Period

7.1. During the probation and Internship period, if an employee decides to leave he/she has to serve a notice period of **90 days** with the Company. ie by giving 90 days' notice in writing (or has to pay an equivalent amount of gross salary).

7.2. Upon confirmation pursuant to resignation from the services of the Company, you will have to serve a notice period of **30 days** after the date of resignation. This clause shall not be applicable if you are terminated from the services of the Company. For termination of employment, please refer clause 7.

8. Termination of Employment

8.1. Upon confirmation of your services, either party may terminate employment with the Company at any time by giving notice period of a decided timeline at the time of confirmation in writing (or by paying equivalent Basic Salary in lieu thereof) and without assigning any reasons thereof. Notwithstanding the foregoing, if you (i) engage in misconduct related to the Company or your employment, including but not limited to any breach of the terms of this offer letter or
(ii) are convicted for any criminal offence during the tenure of your service with the Company by a court of law, the Company may terminate your employment immediately, without any prior notice and without payment of any additional amounts. The termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

8.2. The Company reserves the right to pay or recover the relevant amounts from you in lieu of notice. In the event you serve notice of termination, the Company may at its option, relieve you

from the date as the Company may deem fit even before expiration of the notice period without incurring any obligations to pay any amounts for the unexpired notice period.

8.3. In the event you serve notice of termination, and you are in the middle of an assignment, the Company may require you to complete all operative parts of the assignment, as determined by the Company, before agreeing to relieve you from the services, even if such completion extends beyond the notice period. In such a case, the Company will pay you the salary on the existing terms and conditions up to the date of relieving you from the Company. 7.4 You must maintain in confidence and will not disclose or use, either during or after the term ofyour employment, any proprietary or confidential information or know-how belonging to the Company (referred to herein as "Proprietary Information"), whether or not in written form, except to the extent required to perform your duties on behalf of the Company. Proprietary Information includes any information, not generally known in the relevant trade or industry, which was obtainedby you from the Company, or which was learned, discovered, developed, conceived, originated or prepared by you within the scope of your employment with the Company. Such Proprietary Information includes, but is not limited to, technical and business information relating to the Company's inventions or products, research and development, production processes, machines andequipment, finances, agreements, customers, clients, marketing, as well as production, marketing and future business plans, and any other information which is identified as confidential by the Company or is considered confidential from its nature. Upon termination of your employment or atthe request of the Company before termination, you will deliver to the Company all written and tangible material in your possession incorporating the Proprietary Information or otherwise relatingto the Company's business.

8.4. Third-Party Proprietary Information**.** You recognize that the Company has received and will receive confidential or proprietary information from third parties, subject to an obligation on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. Your obligations with respect to the Company's Proprietary Information shall also extend to confidential and/or proprietary information belonging to clients, customers and suppliers of the Company who may have disclosed such information to you as the result of your status as an employee of the Company. You will not use, reproduce, distribute, discuss, disseminate, or disclose such third-party information for the benefit of or to anyone other than the Company (or Company's other employees or representatives who need to know such information) or such third party, or in any manner inconsistent with the Company's agreement with such third party either during the term of your employment with the Company, or at any time thereafter.

8.5. Upon termination, you will immediately return to the Company any and all documents, manuals, data, records, confidential information, intellectual property, material, equipment and other property belonging to the Company that may be entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the Company, without making any copies thereof and/or extracts there from. You will also deliver to the Company immediately all notes, analysis, summaries and working papers relating thereto. The Company will settle your dues, if any, and issue a relieving letter to you only upon your compliance with the terms of this Clause 7.6.

8.6. Your services could be terminated without any notice or liability for the following Indicative causes:

(i) Engage in serious misconduct.
(ii) Commit a serious or persistent breach or non-observance of any condition of your employment.
(iii) Are convicted of an indictable offence.
(iv) Knowingly or repeatedly act more than your powers or in contravention of the instructions of the management or the board.
(v) Knowingly or repeatedly fail to perform your duties as set out herein.
(vi) act with gross or repeated incompetence or negligence to the material detriment ofthe Company; and
(vii) Grossly or repeatedly contravene the provisions of the Non-Solicitation and Non-Competition Clause or the Confidentiality Clause hereof.

9. Obligations of Employee

9.1 You will abide by all Company's rules, regulations, policies and procedures framed by the Company from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this offer letter as if they are specifically incorporated in this offer letter, such rules, regulations may include without limitation matters of attendance, conduct, behavior, discipline, working hours, leave, holidays and other applicable benefits. You will take steps to be aware of the

Company's rules, regulations, policies and procedures and ignorance of any of them shall not excuse any contravention of the terms of this offer letter.

9.2 During the period of your employment with the Company, you will exclusively serve the company.

9.3 You will not engage or become interested, directly or indirectly, without prior written consent of the Company in that behalf, with or without remuneration, in any trade, business, occupation, employment, service or calling whatsoever nor will undertake any activities which are or will be contrary to or conflict with interests of the Company and/or your duties and obligations hereunder; and Shall perform your duties and responsibilities with diligence and devotion and shall direct your best efforts to promote the interests of the Company and its operations and all the activities to the extent permitted by law.

9.4 During the term of your employment with the Company and thereafter, you shall not (a) solicit for a competitor of the Company or attempt to gain the business of the Company for a competitor of the Company, or for yourself or any other purpose or reason, any customer of the Company that you solicited or served or about which you learned confidential information during your employment with the Company, or (b) solicit or encourage, or cause others to solicit or encourage, any employees or consultants, or collaborators of the Company to terminate their employment or engagement with the Company.

9.5 This employment is offered to you upon the understanding and is conditional upon (i) the credentials; testimonials and particulars submitted by you with or in your application for employment being true, correct and accurate, and (ii) satisfactory verification of your background by the Company in a manner as it deems fit. If at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed or the result of the background investigation and verification of documents/information is not satisfactory in the sole opinion of the Company, then notwithstanding your acceptance of this offer letter, this offer will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice and without payment of any compensation, whatsoever. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

***9.6 Works made for Hire*.** You acknowledge and agree that the Company shall be the sole owner of all copyrights, trademarks, patents, patent rights, trade secret rights, and all other intellectual property or other rights that may be in connection with or which may have arisen during course of your employment and that which may be relevant to the subject matter of your employment by the Company. You further acknowledge and agree that any algorithms, designs, know-how, processes, techniques, computer and software programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the rights, title and interest that you may have with regard to such work. To the extent that your waiver is deemed unenforceable, you grant to the Company the exclusive, perpetual, irrevocable, world-wide and royalty-free right to use, marketand modify the work created during the course of your employment without identifying or seeking your prior consent.

9.7 ***Assignment of Rights***. You acknowledge and agree that all proprietary information and all copyrights, trademarks, patents, patent rights, trade secret rights, and other rights (including without limitation, intellectual property rights) ("IP Rights") anywhere in the world in connection therewith arising from, or created, produced or developed by you, either jointly with others or alone at any time in the course of your employment and involvement with the Company, is and shall be the sole and exclusive property of the Company. You shall irrevocably and unconditionally assign to the Company and waive in favour of the Company any and all rights, title and interest you may have or acquire in such proprietary information. It is clarified that this Clause would be deemed to include all IP Rights in relation to the business of the Company created by you prior to the date of this Offer Letter.

10. Miscellaneous

10.1 This offer letter is governed by the laws of India. It is agreed that any disputes of whatsoever nature between you and the Company will be subject to the exclusive jurisdiction of the courts of Bangalore, India whether they be civil courts, labour courts, industrial tribunals, or any other courts or authority or whatsoever nature.

10.2 You will keep the Company informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Company on your last known address will be deemed to have been duly served notwithstanding the fact that you have changed your address.

10.3 Your offer and its continuation is subject to your being medically fit and the Company reserves its right to ask you to undergo medical examination, as and when deemed necessary, by a medical officer appointed by the Company. Further, in case of continued ill health, the Company will have the right to terminate your employment by giving 7 Days' notice in writing (or by paying equivalent Basic Salary in lieu thereof). For purposes of this Offer letter, "continued ill health" will include any illness which persists for a continuous period of more than [30] days and in the opinion of the Company adversely affects due discharge of your duties under this offer letter.

10.4 You shall retire from services of the Company on the last day of the month of your [58th] birthday.

10.5 You may note that any and all taxes including those taxes which arise from any payments, benefits, etc. received by you from the Company in the course of employment will be borne by you and the Company assumes no responsibility for your personal tax affairs or your liability of such payments and benefits. The Company may deduct or withhold any amounts prior to effecting any payments to you in terms of this offer letter, in accordance with any provisions of applicable law, rules or regulations as may be in force from time to time, in accordance with applicable law.

10.6 If any provision of this offer letter is invalid or prohibited under the applicable law, such invalidity will not affect the validity of other provisions contained herein. Any invalid or prohibited provision shall be replaced by a provision which reflects the original intention of the Company to the extent permissible by the applicable laws.

10.7 The terms of this offer letter are strictly confidential between you and the Company and any breach of this confidence will be viewed with utmost seriousness and amount to misconduct.

ACKNOWLEDGEMENT

If the terms and conditions of this Offer letter along with its attachments are acceptable to you, please confirm your acceptance to the Company within seven days from the date of this letter. Further, if the terms and conditions are acceptable, you shall join services of the Company no later than **09th January 2024**, failing which, notwithstanding your acceptance of this offer letter, the Company's offer to you and this offer letter shall be deemed to be withdrawn and be of no effect and consequences.

We look forward to your high level of contribution to **Raramuri Consultancy Services LLP**.

Yours sincerely,

For ZopSmart

Rashmi Singh

Manager – Human Resources

I confirm that I have read, understood, and accepted the terms of this offer letter and its attachments.

Name: Aditya Singh
Location: Bangalore
Date: 09th January 2024

Annexure A

Particulars	Monthly	Annual
Earnings		
Basic Salary	37,500	450,000
HRA	15,000	180,000
Conveyance Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Mobile Reimbursement	2,000	24,000
Fitness Allowance	3,000	36,000
Special Allowance	14,650	175,800
CTC	**75,000**	**900,000**
Deductions		
PF Employer Contribution	1,800	21,600
PF Employee Contribution	1,800	21,600
Income Tax	Varies as per individual Investment Plans	
PT	200	2,400
Total Deduction	**3,800**	**45,600**
Net Salary	**71,200**	**854,400**
Annual Performance Bonus* **		**100,000**
Total CTC		**1,000,000**

Note:

a) Annual Performance Bonus* This will be paid after you complete 12 months with Raramuri Consultancy Services LLP. The Performance Bonus will be based on achievement of assigned goal.**

b) Benefits: (Terms and Conditions Applied)

- **You will be provided with health insurance that will cover (self, spouse, parents and up to two children) of Rs. 3,00,000/- per year per family.**
- **Insurance coverage included – GMC (Group medical coverage) and GPA (Group personal accident coverage only self).**

ANNEXURE B

You may claim for your relocation expenses. This expense includes travel expense which is economy class airfare (shortest and most direct route preferred) for yourself and accommodation as reimbursement on actual expenses. The maximum amount that company will reimburse for the above expenses is either **Rs. 8,000/-** or actuals, whichever is lower.

Repayment Clause: All expenses paid for relocation are recoverable by the company if you leave within 18 months of joining.

Yours Sincerely,

Rashmi Singh
Manager – Human Resources

Signature of Employee

Aditya Singh

Dear Anmol,

Congratulations!

We are pleased to offer you an internship as a '**Machine Learning Intern**' in the 'Tech Department' at **Zelta Tech Pvt. Ltd.** As discussed, the duration of your internship will be of 6 months, starting from 15th April 2024 till 30th Sep 2024.

The terms and conditions of your internship with the company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the term will be determined by your reporting manager – Mr. Naveen Agarwal for the duration of the internship.

2. You are eligible for a stipend of INR 20,000/-(inclusive of taxes) per month which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the company.

3. You will be required to sign a confidentiality agreement with the company before you commence your internship **(refer attached Annexure I).**

4. You are expected to work as per our regular office timings - 8:30 a.m. till 5:30 p.m until further notice. **(Mon to Fri)**

5. You will be working at our Jaipur office (Address: Mezzanine Floor, Plot No. 6, Park Street, M.I. Road Jaipur Rajasthan – 302001).

6. You will be required to abide by all the HR guidelines, which includes logging in time, prior information for the leaves, and professional behaviour throughout.

7. **Your internship has the potential to transition into a full-time role based on your performance evaluation and CTC would be 6 lpa (if converted into full time)**

Please share required documents **(refer attached Annexure II)** along with offer acceptance.

The internship cannot be construed as employment or an offer of employment with Zelta Tech. **Please confirm your acceptance of the terms of this offer by 9th April. 2024 failing which, we have the right to cancel the internship offer.**

We look forward to having you join our team!

If you have any questions, please feel free to reach out to us.

Human Resource Department
Zelta Tech Private Limited

ZELTA TECH CONFIDENTIAL

ANNUXURE - I

CONFIDENTIALITY AGREEMENT FOR INTERNS:

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. In connection with being enrolled in internship with **Zelta Tech Pvt. Ltd.** (hereinafter referred to as **'the Company'** or **'Zelta Tech'**), I agree to the following:

- "***Confidential information***" means any information of a secret or confidential nature relating to the internship workplace. Confidential information may include, but is not limited to, the following: trade secrets, proprietary information, customer/product information, customer lists, methods, plans, documents, data, manuals, notebooks, reports, models, inventions, formulas, processes, software, information systems, contracts, negotiations, strategic planning, proposals, business alliances, and training materials.
- You agree that you will keep all of this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

- In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

- By accepting this offer, you agree that you will follow all of the Company's policies that apply to non-employee interns. This letter constitutes the complete understanding between you and the Company regarding your internship and supersedes all prior discussions or agreements. This letter may only be modified by a written agreement signed by both of us.

I have read and understand the above definition of "confidential information." I agree that I will not at any time, both during and after my internship ends with Zelta Tech, communicate or disclose confidential information to any person, corporation, or entity. I further recognize and agree that while in my internship with Zelta Tech, I may become aware of non-public information of a personal nature about employees or associates, including, without limitation, actions, omissions, statements, or personally identifiable medical, family, financial, social, behavioural, or other personal or private information. I will not disclose any such information that I learn during my internship with Zelta Tech to any other person or entity, unless required by applicable law or legal process.

We hope that your internship with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below:

(Signature) _____

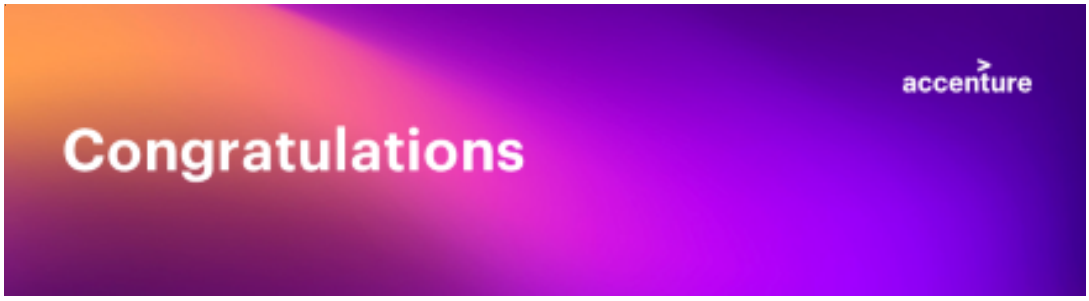
(Date) _____

(Name) _____

Annexure – 2

DOCUMENT CHECKLIST

Documents to be submitted				
S. No.	**Type of Document**	**NOS. (Photocopy)**	**YES/NO**	**Remarks**
1.	Passport Size Photographs	2		
2.	Updated Resume	1		
3.	10th Std. Mark sheet	1		
4.	12th Std. Mark sheet	1		
5.	Graduation Mark sheet/Certificate	1		`
6.	Passport Copy	1		
7.	Aadhar Card	1		
8.	PAN Card	1		
9.	Cancelled Cheque/Banks Passbook (First Page)	1		



22 February 2024

C06253721
Anoushka Sud
Kamal Cottage Near Butail Mandir, Pragpur

Dear Anoushka Sud,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 Remote working condition - Declaration
• Annexure 4 for declaration
• Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

Candidate's Signature:{{Sig_es_:signer1:signature}}

which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Anoushka, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at https://indiacampus.accenture.com/myzone/accenture/auth/login should you have anything you would like to discuss further.

Yours sincerely,

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Anoushka Sud

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 383,000/-**
(B) Variable Bonus earning potential	**8.5%**
Annual Total earning potential (A+B)	**INR 415,555/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 6,400/-**
Notional Insurance Premium paid by Company	**INR 13,800/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 421,955/-**
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 5,700/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

 Candidate's Signature:{{Sig_es_:signer1:signature}}

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

2. Personal Accident coverage for self, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

Candidate's Signature:{{Sig_es_:signer1:signature}}

• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____
Anoushka Sud

Date: {{Dte_es_:signer1:date}}

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

 Candidate's Signature:{{Sig_es_:signer1:signature}}

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TURING

19, 4th C Cross Road, KHB Colony,
Industrial Area, 5th Block
Koramangala, Bengaluru
Karnataka - 560095, India
Turing.com

INDIVIDUAL EMPLOYMENT AGREEMENT
Strictly Private and Confidential

10 May 2024

Ayush Vaish
ayushvaish2511@gmail.com

Dear Ayush Vaish,

Subject: Conditional Offer for Employment

TURING GLOBAL INDIA PRIVATE LIMITED (the "Company") is pleased to offer you an opportunity for full-time employment subject to the terms and conditions set forth in this Individual Employment Agreement, for the position of **Delivery Data Analyst**.

Upon your acceptance of this offer of employment and subject to the contingencies noted below, including the successful completion of your background checks by the Company, you will be required to join on **15 July 2024,** or such a later date as may be communicated to you by the Company.

Your total all-inclusive gross annual compensation on a cost-to-company basis will be **₹ 7,50,000**.

This shall include your basic salary and various allowances, which may be claimed in compliance with and subject to limits under applicable tax laws and the Company's policies and practices. You will be remunerated for your services as detailed in **Annexure B** appended to this Individual Employment Agreement in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company. All payments by the Company shall be subject to statutory deductions and contributions. Any provident fund and/or pension fund contribution that the Company shall be required to make on your behalf shall be deducted from your compensation. The terms and conditions of your employment with the Company are set out within **Annexure A** to this letter.

Below are the details:

Base Salary. You will be paid a base salary of **₹ 7,50,000**.

This will be paid per year, paid on a monthly basis, less applicable withholdings and deductions. All reasonable business expenses that are documented by you and incurred in the ordinary course of business and approved in advance will be reimbursed in accordance with the Company's standard policies and procedures.

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TURING

Please note that this offer of employment is contingent upon the following:

(1) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment;

(2) there being no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or on the Company.

The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results, it determines that any contractual or other obligation may limit your ability to engage in business activities for the Company, or if you are found to be part of any pending investigation (whether judicial, quasi-judicial or otherwise).

Further, this offer of employment is being issued to you on the understanding that all the information furnished by you to the Company, both at the time of the interview as well as in your application, is complete and correct. If the Company discovers after you join the Company that you have withheld certain information or that the information provided by you is false and/or incorrect or incomplete, the Company reserves the right to terminate your employment without enquiry, without notice, and/or without payment of any compensation whatsoever.

If you wish to accept our offer along with the terms and conditions hereunder, please electronically sign this letter within **3 days** from the date of this letter. This offer shall automatically lapse unless you confirm your acceptance and return to us a copy within the prescribed time.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants in order to seek their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact the undersigned.

Yours sincerely,
TURING GLOBAL INDIA PRIVATE LIMITED

Sivaramakrishnan Kalyanaraman
Director, HR Operations

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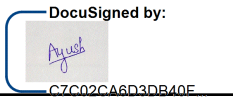
TURING

Acceptance

I hereby accept the offer along with the terms and conditions of employment with TURING GLOBAL INDIA PRIVATE LIMITED. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Signature: 

Name: Ayush Vaish

Date: 5/10/2024

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TURING

ANNEXURE A

Terms and Conditions of Employment

1. INTRODUCTION

1.1. The Company's offer of employment and these terms and conditions ("Agreement") are based on the particulars, information and declarations provided by you. Suppose at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you. In that case, the Company reserves the right to terminate your employment immediately.

2. PROBATION

2.1. Your employment will be subject to six (6) months of initial probationary period, which shall commence from the date you begin work duties for the Company. During the probationary period, your employment can be terminated by the Company without notice under applicable law. If your performance is satisfactory to the Company during this period, then your employment shall be deemed confirmed unless the Company extends the probationary period in writing or terminates your employment. Your probation shall automatically be deemed to have been extended in a situation where you do not receive the aforesaid written communication from the Company. Depending on your performance and/or any other relevant consideration, the Company may choose to extend such probationary period to the extent it deems fit.

3. DUTIES AND RESPONSIBILITIES, TRANSFER, ETC.

3.1. You may be required to perform other duties as required by the Company from time to time. You shall not refuse to perform other duties and undertake responsibilities as and when called upon to do so by the Company.

3.2. You shall deliver all work assignments to the Company in the manner prescribed by the Company and in accordance with the requirements of the entities with which the Company has contracted, currently or in the future.

3.3. During the term of your employment, in addition to your assigned tasks and work responsibilities, the Company may require you to interact and work directly or indirectly with external entities and/or authorized representatives of such entities. While dealing or working with such associates, you are expected to act as a brand ambassador of the Company through courteous conduct, positive behaviour, cooperative attitude and working skills so that the reputation and goodwill of the Company is enhanced and not adversely affected. Any omission or commission on your part, brought to the notice of the Company may result in strict disciplinary action against you, including but not limited to termination of employment.

3.4. Depending on business needs, the Company may, at its sole discretion, change your designation or transfer you to any other team, department or office of the Company or of its Affiliates (as defined in Section 14).

3.5. The Company has a right to assign or second you to any Affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may have an interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits at the new location. In all such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

3.6. During the term of your employment, you agree to devote all your skill, knowledge and working time to the satisfactory performance of your duties and responsibilities and agree to perform your duties with

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diligence and devotion. While in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part-time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

3.7. Your employment will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the Company's rules, regulations and such other practices, systems, procedures and policies, as implemented and/or amended by the Company from time to time.

3.8. You must be medically fit to perform the duties assigned to you. As necessary, you may be required by the Company to undergo a medical assessment from time to time to determine medical fitness.

3.9. You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest must be immediately disclosed to the Company.

3.10. Your employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with the knowledge that some, or all of that money, or other things of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

3.11. From time to time, the Company may require you to undergo specialized training, whether onsite or offsite, in order to enhance your skills and capabilities. Such training is also likely to enhance your career prospects. As a result, and as a condition of our offer, the Company may require you to sign a training agreement and provide a commitment to work and remain in the Company's employment for a minimum term as provided in the training agreement, failing which, you shall be liable to reimburse the training expenses and pay liquidated damages to the Company.

4. REMUNERATION AND BENEFITS

4.1. Your total all-inclusive gross annual compensation of **₹ 7,50,000**.

- Your salary, payable on a monthly basis, shall be inclusive of applicable statutory benefits, if any, and tax as required by law to be deducted at source by the Company. Any contributions (including but not limited to any provident fund contributions) to be made by the Company on your behalf shall be deducted from your salary. The Company may provide you with a compensation breakdown under separate cover; however, the Company reserves the right to amend or replace the compensation structure at any time in its sole and absolute discretion.

4.2. Your compensation may be amended from time to time by the Company at its sole discretion. You understand and acknowledge that any future increments, promotions or any other incentives shall be based on your performance during employment and solely at the discretion of the Company.

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4.3. You may be eligible to participate in any and all benefit programs that the Company establishes and makes available to similar-level employees in India from time to time, provided that you are eligible under (and subject to all provisions of) the plan documents governing those programs. The benefits made available by the Company, and the rules, terms, and conditions for participation in such benefit plans may be changed by the Company at any time and from time to time without advance notice.

4.4. You may be eligible to participate in any discretionary incentive schemes implemented and/or amended by the Company from time to time. Any such schemes may provide cash or non-cash incentives at the Company's sole and absolute discretion and pursuant to the terms and conditions of any applicable incentive plan. You acknowledge and agree that any such incentives shall only be provided at the Company's discretion, may be amended or discontinued at any time by the Company for any reason, do not form part of your contractual entitlements, and shall not be used in order to calculate your employee benefits including but not limited to any applicable termination entitlements.

4.5. You will be eligible for reimbursement of up to **₹ 1,00,000/**for purchase of a suitable laptop, payable to you upon the timely submission of a receipt to the company evidencing its purchase, in accordance with the Company's business expense reimbursement policy.

4.6. The Company reserves the right to amend, alter or cease to provide (without compensation) any benefit (including any commission plan or incentive-based pay) at any time.

4.7. You are entitled to leaves and public holidays in accordance with applicable law and the Company's policies as implemented and/or amended from time to time.

5. TRAINING AND COST

5.1. The Company hereby agrees to provide you knowledge and training in the area of Large Language Models and any other areas as may be determined by the Company from time to time ("Training").

5.2. You acknowledge that the Company shall incur considerable expenditure towards *inter alia* financial resources, operational resources, training, time by its senior resources, infrastructure, etc., for imparting the Training to you, which is estimated to be a minimum of Rs. 1,50,000 (Rupees One lakh Fifty Thousand only) ("Cost of Training").

5.3. In consideration of the Cost of Training that the Company will incur for providing the Training , you hereby agree to be in the employment of the Company, for a period of at least 2 (two) years from the date of joining . Accordingly, you agree and undertake that you shall not resign from your employment with the Company, or do any actions/ omissions which may give the Company sufficient reasons to terminate your employment, before the expiry of 2 (two) years from the date of joining.

5.4. You agree that you will undergo the Training as per the schedule and such terms and conditions as may be prescribed by the Company from time to time. Further, you agree to always abide by the terms of your employment with the Company, including the applicable policies of the Company.

5.5. You agree and undertake that in case you commit a breach of any of the above conditions, or resign from or leave/abandon the employment with the Company, and/or neglects in performance of any duty assigned to You leading to termination of your employment with the Company, you shall pay an amount of Rs. 1,50,000 (Rupees One lakh Fifty Thousand only), towards compensating the Company for the Cost of Training incurred by the Company, and the loss which may be suffered by the Company pursuant to such breach, resignation, abandonment or negligence, as the case may be.

6. WORK LOCATION AND HOURS OF WORK

6.1. You shall perform your work remotely. The Company may, at its option, ask you to report to the Company's offices, The Company reserves the right to change the office location or relocate you, as may be desired by the Company from time to time.

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6.2. You shall be required to work such hours and days as applicable to your office location and work duties, including night shift, changing shifts, weekends, on-call, and/or holidays subject to the maximum permissible work hours and days by law or policy. Your specific work hours and days shall be as stipulated under the Company's policies, or as otherwise directed by the Company. However, you may be required to work additional hours and/or days as and when necessary to properly and effectively perform your duties and responsibilities.

6.3. The Company may require you from time to time, to travel to locations in India or overseas and work out of client's/customer sites. The Company may also require you to engage in travel on behalf of the Company and/or to work night hours as necessary for legitimate business reasons. You expressly agree to accept such travel and hours of work without any additional compensation. Reasonable and necessary professional expenses for travel and lodging, incurred by you, in furtherance of Company business, shall be reimbursed to you in accordance with the Company's travel and expense policies, as implemented and/or amended from time to time, upon presentation of documentary evidence that is acceptable to the Company.

7. SECRECY & CONFIDENTIALITY

7.1. You shall not during and after the termination of your employment with the Company, give out, publish, disclose, disseminate or divulge to any person or entity, by word of mouth or otherwise, the '**Proprietary** and **Confidential Information**' of the Company and its Affiliates and their clients/customers, that shall include but not limited to, all information, software (whether in object or source code), statistics, data, database, knowledge, trade secrets, inventions, product details, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, or organizational matters which is communicated to you or acquired by you or which may have come to your knowledge by virtue of being an employee of the Company, and might be of a nature not generally known to others operating in the Company's area of business.

7.2. You acknowledge that the Company has explained that such Proprietary and Confidential Information is the valuable property of the Company and its Affiliates and is critical to the business of the Company. Further, you shall not at any time, whether during or after the period of employment with the Company, use such Proprietary or Confidential Information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than the Company and its Affiliates.

7.3. Notwithstanding the aforesaid provisions, you may disclose Proprietary and Confidential Information where ordered to do so, by any government, judicial or quasi-judicial authority; provided however, that you must provide the Company reasonable notice of any prospective disclosure and assist the Company in obtaining any applicable exemption or protective order preventing such disclosure.

7.4. When requested by the Company, or immediately upon termination of your employment for any reason, you shall return to the Company or to its nominees Proprietary and Confidential Information, including copies thereof, irrespective of storage or presentation medium, including all electronic and hard copies, and any other material containing or disclosing any Proprietary and Confidential Information which is in your possession, power and control. You agree that you will not make or retain any copies of such Proprietary and Confidential Information.

7.5. The obligations in this Section 7 shall remain in full force and effect during your employment and after the termination of your employment for any reason.

8. INTELLECTUAL PROPERTY

8.1. When acting within the scope of your employment (or otherwise on behalf of the Company), you will not use or disclose your own or any third party's confidential information or intellectual property (collectively, "**Restricted Materials**"), except as expressly authorized to you by the Company in writing. Further, you

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have not retained anything containing any confidential information of a prior employer or other third parties, whether or not created by you.

8.2. You acknowledge the Company's proprietorship and sole ownership over all intellectual property ("Inventions") and intellectual property rights ("Intellectual Property Rights"). "**Invention**" means any idea, concept, discovery, invention, development, technology, work of authorship, trade secret, software, firmware, tool, process, technique, know-how, data, plan, device, apparatus, specification, design, circuit, layout, mask work, algorithm, program, code, documentation or other material or information, tangible or intangible, whether or not it may be patented, copyrighted or otherwise protected (including all versions, modifications, enhancements and derivative works thereof). "**Intellectual Property Rights**" means any and all patent rights, copyright rights, mask work rights, trade secret rights, sui generis database rights and all other intellectual and industrial property rights of any sort throughout the world (including any application therefor).

8.3. To the fullest extent under applicable law, the Company shall own all right, title and interest in and to all Inventions (including all Intellectual Property Rights therein or related thereto) that are made, conceived or reduced to practice, in whole or in part, by you during the term of your employment with the Company and which arise out of any use of Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not conducted at the Company's facilities, during working hours or using Company assets), or which are useful with or relate directly or indirectly to any Company Interest (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used or under consideration or development by the Company). You will promptly disclose and provide all of the foregoing Inventions (the "**Assigned Inventions**") to the Company.

8.4. You hereby irrevocably, absolutely and perpetually assign the Assigned Inventions, and your worldwide rights, including Intellectual Property Rights that subsist in you to the Company free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 of India (as amended), any assignment in so far as it relates to copyrightable material shall not lapse and the rights transferred therein shall not revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any such assignment, pursuant to Section 19A of the Copyright Act, 1957. You waive all your rights pertaining to such Inventions, which may not be assignable or transferable in law. You hereby undertake that no future claims, actions or demands will lie in respect of such waived rights pertaining to the Inventions, which may not be assignable or transferable in law. Assigned Inventions shall not include any Invention (i) that you develop entirely on your own time; (ii) without use of any Company assets; and (iii) which is not useful with and does not relate to any Company Interest.

8.5. You represent and warrant that you will not use or integrate any third-party materials or data that are not validly licensed to the Company in the Inventions that you generate. You further represent and warrant that you have not violated the intellectual property rights of any third party, and that you shall not violate the intellectual property rights of any third party in the course of your employment with the Company. Provided that, in the event the Company is held liable for your violation of any intellectual property rights, you undertake to indemnify the Company or Affiliate as the case may be, against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

8.6. You will fully assist the Company, at its expense, to evidence, record and perfect such assignments, and to perfect, obtain, maintain, enforce and defend any rights specified to be so owned or assigned. Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorney to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of Intellectual Property Rights with the same force and effect as if executed and delivered by you. The

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Company reserves the right to appoint another attorney in lieu of the attorney as appointed hereinabove.

8.7. If you wish to clarify that something created by you prior to your employment that relates to the Company's actual or proposed business is not within the scope of this Agreement, you must list it on **Annexure C**. If (i) you use or disclose any Restricted Materials when acting within the scope of your employment (or otherwise on behalf of the Company), or (ii) any Assigned Invention cannot be fully made, used, reproduced or otherwise exploited without using or violating any Restricted Materials, you hereby grant and agree to grant to the Company a perpetual, irrevocable, worldwide, royalty-free, non-exclusive, sub licensable right and license to exploit and exercise all such Restricted Materials and Intellectual Property Rights therein. You will not use or disclose any Restricted Materials for which you are not fully authorized to grant the foregoing license.

8.8. To the extent allowed by applicable law, the terms of this Section 8 include all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as moral rights, artist's rights, droit moral or the like (collectively, "**Moral Rights**"). To the extent you retain any Moral Rights under applicable law in relation to the Assigned Inventions, you hereby waive such rights, ratify and consent to any action that may be taken with respect to such Moral Rights by or authorized by the Company and agree not to assert any Moral Rights with respect thereto. You will confirm any such waiver, ratification, consent and/or agreement from time to time as requested by the Company.

9. TERMINATION OF EMPLOYMENT AND GARDEN LEAVE

9.1. Following the successful completion of your probationary period, your employment may be terminated at any time by either party by serving the other with two (2) months' notice in writing. In the event such termination is made before the end of the probationary period, the notice requirement for either party shall be (one) month. If you have given the notice to resign from employment, you are expected and required to diligently serve the entire notice period. The Company may in its sole discretion, pay you in lieu of notice.

9.2. Notwithstanding the provisions of Section 9.1 or anything else to the contrary, the Company may terminate your employment with immediate effect without notice or payment in lieu of notice, for any misconduct including, but not limited to:

- your fraudulent, dishonest or undisciplined conduct;
- your willful suppression of material information or misrepresentation or provision of false information at the time of interview, appointment or during the course of employment;
- your breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's property;
- your failure to comply with the directions given to you by your manager or any other authorised person;
- your insolvency or conviction for a criminal offence or you are found to be involved in any act which is punishable as an offence under the Indian Penal Code, 1860 within or outside the premises of the Company;
- your breach of the terms or conditions of this Agreement or the Company's policies or other directions of the Company;
- your abetting a strike in contravention of any law for the time being in force;
- your unauthorised absence for a continuous period of 10 days from work (including due to unapproved overstay of leave/ training);
- your conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients; or
- any other misconduct on your part as provided under applicable law or Company policies.

9.3. In case you are charged with any act of misconduct, you may be suspended from service pending enquiry subject to applicable law.

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9.4. Your employment with the Company shall automatically terminate upon your death, or upon your permanent disability, mental or physical illness that impedes your work efficiency and performance.

9.5. You shall retire from the Company upon reaching the age of 60 years. The Company however reserves the right to extend the retirement age.

9.6. The Company shall be entitled to place you on 'garden leave' during any period of notice. During garden leave, you shall continue to be employed by the Company and shall be paid your annual salary and other applicable benefits. The Company reserves its right during garden leave to

- cease to assign to you any powers or duties or to provide any work to you;
- change your designation or duties as the Company decides appropriate;
- prevent you from contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;
- exclude you from the premises of the Company; and/or
- announce to employees, clients, customers, vendors and other relevant persons of the Company that you have been given notice of termination or have resigned.

9.7. You hereby acknowledge and agree to comply with any conditions laid down by the Company during any applicable period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all of the obligations contained in this Agreement.

9.8. The Company may set off any amounts owing and payable by you to the Company at the date of termination against any amount then payable to you by the Company.

9.9. If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganisation of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and if you have been offered employment with the Company succeeding to the Company upon such event on terms no less favourable to you than the terms in effect under this Agreement then, you shall have no legal or contractual claim against the Company by reason of the termination of the employment.

9.10. You hereby agree that if the termination is found to be wrongful by an appropriate court in India, based on a non-appealable order, the maximum liability of the Company shall not exceed your fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate your employment.

9.11. Upon termination of your employment with the Company for any reason, you shall be required to complete the exit formalities and sign necessary documents provided by the Company.

10. AUTHORITY TO BIND THE COMPANY

10.1. Unless authorised by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

10.2. You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority, or alter or be a party to any alteration of any Company principle or policy, or exceed the authority or discretion vested in you without the previous sanction of the Company.

11. SENSITIVE AND PERSONAL DATA OR INFORMATION

11.1. The Company may, in connection with your employment collect personal data, expressly including sensitive personal data or information ("**SPDI**") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by the Company's internal security systems or by other means.

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11.2. By signing this Agreement, you expressly consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company's Affiliates and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that you shall have read and understood the Company's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof; (iv) use of your personal image and voice in marketing material, videos, etc.; and (v) treating any personal data to which you have access in the course of your employment strictly in accordance with the Company's policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

12. RESPONSIBILITY FOR LOSS OR DAMAGE DUE TO NEGLIGENCE OR MISCONDUCT

12.1. You shall be responsible for your acts or conduct during the course of your employment with the Company. If your negligence or misconduct causes any loss or damage to the Company, its consultants, advisors, employees, officers, directors, or to the entities with which the Company has contracted, the Company shall be entitled to seek compensation for such damage or loss from you.

12.2. In case you fail to compensate the Company within ten (10) days of the Company's demand under Section 12.1, the Company shall be entitled to make deductions the monetary amount of the loss or damage attributable to your conduct from the remuneration payable to you by the Company in accordance with applicable laws and/or the Company reserves the right to subject you to strict disciplinary action including but not limited to termination of employment with the Company.

13. INDEMNITY

13.1. You shall indemnify and hold the Company harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of your acts or omissions, which constitutes a breach of the terms of your employment or negligent performance of your duties.

14. RESTRICTED ACTIVITIES

14.1. Definitions:

a) "Affiliate" means any entity that directly or indirectly through one or more intermediaries, controls or is controlled by or is under the common control as that of the Company.

b) "Business Partner" means any past, present or prospective customer, vendor, supplier, distributor or other business partner of the Company or any Affiliate with which you have contact during your employment with the Company.

c) "Cause" means to recruit, employ, retain or otherwise solicit, induce or influence (or to attempt to do so).

d) "Solicit" means to (i) service, take orders from or solicit the business or patronage of any Business Partner for yourself or any other person or entity, (ii) divert, entice or otherwise take away from the Company the business or patronage of any Business Partner, or to attempt to do so, or (iii) to solicit, induce or encourage any Business Partner to terminate or reduce its relationship with the Company.

14.2. Acknowledgements: You acknowledge and agree that (i) the Company's business is highly competitive, the secrecy of the Proprietary and Confidential Information is of the utmost importance to the Company and you will learn and use Proprietary and Confidential Information in performing your work for the Company; and (ii) your position may require you to establish goodwill with Business Partners

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and employees on behalf of the Company and such goodwill is extremely important to the Company's success.

14.3. Non-Solicitation: You hereby agree and undertake that during the term of your employment with the Company] and for a period of one year following the date of termination of your employment with the Company, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

- Cause and/or attempt to Cause any of the Company's existing employees or any person who was employed by the Company within six (6) months prior to such solicitation or any person or organization providing services to or through Company and/or its Affiliates to terminate his/her contract or relationship with Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or

- Solicit and/or attempt to Solicit any of the existing or prospective Business Partners to stop doing business with the Company and/or its Affiliates, or to damage in any way their business relationship with the Company and/or its Affiliates or for the provision of substantially the same services provided to such Business Partners by the Company and/or its Affiliates.

14.4. Non-Competition: You hereby agree and undertake that during the term of your employment with the Company you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), enter the employ of, or render any other services to, any person engaged in a business which competes with the business of the Company and/or its Affiliates, if (i) you have prior knowledge of the same or (ii) you gain such knowledge during the term of employment or (iii) it is obvious to you.

14.5. It is agreed by and between the parties that your employment with the Company and the compensation payable to you by the Company shall be sufficient consideration for the restrictions imposed upon you under this Section 14.

14.6. You hereby acknowledge and agree that the limitations as to time and the limitations of the character or nature placed in this Section 14 are reasonable and fair and will not preclude you from earning a livelihood. In addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this Section outweighs any potential harm to you by this Agreement and have given careful consideration to the restraints imposed upon you by this Agreement, and are in full accord as to their necessity for the reasonable and proper protection of the Proprietary and Confidential Information now existing or to be developed in the future. You expressly acknowledge and agree that each and every restraint imposed by this Agreement is reasonable.

14.7. It is expressly understood and agreed by the parties that although you and the Company consider the restrictions contained in this Section 14 to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that any restriction contained in this Agreement is an unenforceable restriction against you, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply to the maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

14.8. Notwithstanding the foregoing, nothing herein shall prevent you from directly or indirectly owning, solely as an investment, securities of any entity engaged in the business of the Company which are publicly traded on a national or regional stock exchange or on the over-the-counter market, if you (i) are not a

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controlling person of, or a member of a group which controls, such person, and (ii) does not, directly or indirectly, own 1% or more of any class of securities of such person.

14.9. For all purposes of this Section 14, the Company shall be construed to include the Company and its Affiliates.

15. NON-DISPARAGEMENT

15.1. During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company and its Affiliates, and their employees, officers or directors that are reasonably likely to cause damage to any such entity or person.

16. COMPANY POLICIES AND EMPLOYEE MONITORING

16.1. As an employee of the Company, you shall comply with the Company's policies, rules and procedures as implemented and/or amended from time to time during the course of your employment. This expressly includes the policies contained in the India Addendum (aka, Employee Handbook) Violations of the Company's policies may lead to immediate termination of your employment for misconduct.

16.2. The Company's premises, including all workspaces, furniture, documents, and other tangible materials, and all information technology resources of the Company (including computers, data and other electronic files, and all internet and email) are subject to monitoring, oversight and inspection by the Company at any time. Company employees should have no expectation of privacy with regard to any Company premises, materials, resources, or information.

17. RETURN OF DOCUMENTS AND COMPANY PROPERTY

17.1. On termination of your employment, you shall return to the Company all Confidential and Proprietary Information and any other Company documents, files, books, papers, information, memos, compact disks, data files or other computer programs, property and equipment belonging to the Company in your possession or under your control (this includes all Intellectual Property). You will be liable to pay damages including, but not limited to, the cost of any Company property that is not returned to the Company, or is returned in damaged condition.

18. NOTICES

18.1. Any notices, approvals or requests required or permitted to be given hereunder by either party to the other shall be given in writing and delivered: (1) by personal delivery; (2) by bonded courier or by a nationally recognized overnight delivery company; or (3) by electronic facsimile, with confirmation sent by any of the delivery methods in the preceding clauses (1) through (2). Notices shall be deemed given as of the day they are delivered. Notices from either party to the other must be given in writing to the respective addresses of the parties listed below (or to such other addresses as the parties may request in writing by notice given pursuant to this Section 18):

To the Company:	To you:
With a copy by email to: people@turing.com Attention: Turing People Team	At the address or email on file with the Company

18.2. You shall keep the Company informed about your latest postal address at all times and immediately update the Company regarding any change of address.

18.3. Any communication sent to you by the Company at your last known address (as indicated by you) shall be deemed to have been duly served upon you in accordance with this Section.

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TURING

19. GOVERNING LAW, JURISDICTION AND DISPUTE RESOLUTION

19.1. Your employment with the Company shall be governed and construed in accordance with the laws of India. Subject to applicable law, any dispute that may arise with respect to your employment or its terms shall be submitted for resolution by a sole arbitrator appointed as per the rules of the Mumbai Centre for International Arbitration ("**MCIA**"). The arbitration shall be governed by the MCIA Rules and the Indian Arbitration & Conciliation Act, 1996. The award made by the sole arbitrator shall be binding on both parties. The language of the arbitration shall be English. The venue and seat of the arbitration shall be Bangalore. You agree to sign such further documents as required by the Company for the purposes of resolving any dispute by way of arbitration.

Notwithstanding the aforesaid provision on arbitration, in the event of your breach or apprehended breach of any of the provisions of this Agreement, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

20. REPRESENTATIONS AND WARRANTIES

20.1. You hereby represent to the Company that:

a) you are and shall continue to be legally permitted to reside and be employed in India;
b) you have reviewed the terms and conditions of this Agreement and that you understand the terms, purposes and effects of the same;
c) you have accepted the terms and conditions of this Agreement only after having had the opportunity to seek clarifications;
d) you have not been subjected to duress or undue influence of any kind to accept the terms and conditions of this Agreement and these terms and conditions will not impose an undue hardship upon you;
e) you have accepted the terms and conditions of this Agreement of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees;
f) the terms and conditions of this Agreement are in all respects reasonable and necessary to protect the legitimate business interests of the Company;
g) you have all requisite power and authority, and do not require the consent of any third party to accept our offer;
h) you have an Aadhaar card, and shall be responsible to ensure that your Aadhaar card is linked to your UAN for the purposes of Provident Fund contributions on or prior to joining the Company; and
i) you have resigned from your previous employment, if any, and you are not bound by any employment contract, restrictive covenant or other restriction preventing you from entering into employment with or carrying out your responsibilities for the Company, or which is in any way inconsistent with the terms and conditions terms of this Agreement.

Agreed and accepted:

DocuSigned by:
Ayush
C7C02CA6D3DB40F...

Ayush Vaish

5/10/2024

Date Signed

TURING GLOBAL INDIA PRIVATE LIMITED

Sivaramakrishnan Kalyanaraman
Director, HR Operations

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TURING

ANNEXURE B

Total Compensation and Benefits

Currency = INR

Compensation

	Monthly	Annual
Basic	**₹31,250**	**₹3,75,000**
HRA	**₹15,625**	**₹1,87,500**
Conveyance Allowance	**₹1,600**	**₹19,200**
Special Allowance / Flexi*	**₹12,225**	**₹1,46,700**
PF**	**₹1,800**	**₹21,600**
CTC	**₹62,500**	**₹7,50,000**

*** This includes the allowance for setting up of your remote work station including purchase of a laptop if required.**

**** You will have the option to change your PF Contribution to 12% of Basic if desired. You can only make this change once and will not be able to change back. Further details will be provided before your first day.**

Benefits

- Gratuity
- Coverage from New India Assurance India Pvt. Ltd.
    - Health insurance
        - Covers employee, spouse, 2 kids, 1 set of parents.
        - Total coverage of INR 5,00,000 p.a.
    - Group term-life Insurance
        - Total coverage equals 2 times CTC or a minimum of INR 10,00,000
    - Group Personal Accident
        - Total coverage equals 2 times CTC or a minimum of INR 10,00,000
- TeleHealth Benefits from Practo
    - 8 free consultations per month, which can be used by any covered dependent.
    - Free Annual Health Checkup

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TURING

ANNEXURE C

PRIOR INVENTIONS

TO: **TURING GLOBAL INDIA PRIVATE LIMITED**

Name: Ayush Vaish

Date: 5/10/2024

SUBJECT: Intellectual Property

1. Except as listed in Section 2 below, the following is a complete list of all inventions or improvements relevant to the subject matter of my employment by TURING GLOBAL INDIA PRIVATE LIMITED (the "**Company**"), that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by the Company:

   - X No inventions or improvements.
   - ○ See below:

_____

_____

_____

   - ○ Additional sheets attached.

2. Due to a prior confidentiality agreement, I cannot complete the disclosure under Section 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party (ies):

	Invention or Improvement	Party (ies)	Relationship
1.			
2.			
3.			

   - ○ Additional sheets attached.

DocuSigned by:
Ayush
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Signature

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TURING

As your first official onboarding task, we'd like you to fill out the below information so that we can start getting everything ready for you before you start.

Personal Information

Legal First Name: Ayush

Legal Last Name: Vaish

Preferred Name: Ayush

Home Address

Address Line 1: D-1/213, Sector-F

Address Line 2: Jankipuram

City: Lucknow

State: Uttar Pradesh

Zip: 226021

Mobile Phone: 7068669296

Geekster

April 11, 2024

Mr. Chaitanya Dua

Subject: Internship Letter with QuantumBit Technologies Pvt. Ltd.

Dear Chaitanya,

We are pleased to offer you an internship at QuantumBit Technologies Private Limited (herein referred as Geekster) as a **Marketing - Intern**. Your internship shall commence from **April 11, 2024** and will be for the duration of **3 months**.

The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. During this period, you will be entitled for a fixed stipend of INR 15,000/- per month.
3. Your timings will be from 10:30am to 7:30pm, Monday to Saturday.
4. Disciplinary issues, non- performance, non-adherence to code of conduct during internship can result in termination of internship.

Please confirm your acceptance of this offer. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Yours Sincerely,

For QuantumBit Technologies Pvt. Ltd.

AUTHORIZED SIGNATORY

Avi HealthTech

Avi HealthTech Private Limited
STPI (Software Technology Parks of India) Mohali,
3rd Floor, C-184, PhaseVIII A,
Sahibzada Ajit Singh Nagar,
Punjab, India – 160071

20th January, 2024

PRIVATE & CONFIDENTIAL

Mr. Daksh Malik

Dear Daksh,

Based on your application with Avi HealthTech Private Limited and subsequent interviews, we are pleased to offer you employment and look forward to you joining us. The offer letter also lays down the terms of employment, agreed upon by the Employer and the Employee. Whether stated explicitly in the agreement or not, both the Employer and the Employee have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

EMPLOYER: Avi HealthTech Private Limited, a Private Limited Company STPI (Software Technology Parks of India) Mohali, 3rd Floor, C-184, Phase VIII A, Sahibzada Ajit Singh Nagar, Punjab, India-160071 hereinafter also referred as "company", "firm", "we", "our".

EMPLOYEE: Daksh Malik Son of Ravindra Kumar Malik, and holding Aadhaar Card bearing Number- 6763 9826 4807, permanent resident of 40, Nagla Shekhu, Meerut, Uttar Pradesh, 250001 hereinafter also referred as "you", "your".

Interpretations

In this agreement the terms shall have the following meanings:

a) **"Confidential Information"** any trade secret or other information which is confidential or commercially sensitive and

which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular ;

b) **"The Employment"** the employment of the Employee by the Company in accordance with the terms of this agreement;

c) **"Group Company"** the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;

d) **"Subsidiary"** a company as defined in section 1159 of the Companies Act 2006;

e) **"Termination Date"** the date on which the Employment ceases;

f) **"Enterprise"** includes all forms of companies, partnerships, trusts, trade and industry associations, professional bodies, charitable organizations, educational institutions and similar entities

(whether the entity is of a trading, operating, investment holding or domiciliary nature and whether or not it is publicly or privately owned);

1. Commencement Date, Title and Reporting

1.1 Your employment will start no later than **January 24th, 2024**. If you don't report for work on the date of commencement without a prior written agreement with the company, this offer gets automatically rescinded.

1.2 Your designation is **Software Engineer Trainee**.

1.3 You would report to the company executives as may be nominated by the company from time to time.

2. Probation Period

2.1 You will initially be on probation for a period of **6 (six) months** from the Date of Commencement, after which, your performance will be reviewed to determine if your performance meets the required standard for your role. Based on your performance and conduct in th e 6(six) months training period, you would be offered full time job with us. If your performance is found unsatisfactory, your probation period may be extended until your employment is expressly confirmed by the management of the Company. This probation period would be computed excluding any leave that you may take, for any reason.

3. Salary and Remunerations

3.1 You would be paid a stipend of **INR 15,000** during the first 6 (six) months of training. The details and break up of your TEC are as per 'ANNEXURE A'.

3.2 Post confirmation after your successful training, your annual Total Employment Cost (TEC) would be **INR 4,00,000/-.** The details and break up of your TEC are as per 'ANNEXURE B'.

3.3 At its sole discretion, company may offer you bonus for a month or at the end of the financial year depending upon your behavior and performance.

3.4 Whilst it is the current policy of the company that TEC is reviewed annually, any increment is at the sole and absolute discretion of the company, and you acknowledge that any such review may or may not result in any revision to your TEC.

3.5 Any PF contribution towards the Employer and Employee components would be deducted from TEC.

3.6 Any contributions towards the medical and life insurance coverages of the employee and/or her/his family members would be deducted from the TEC.

3.7 The employee is solely and personally liable for declaring and paying all taxes and imposts relating to her/his employment as required by law. The Company shall be entitled to deduct and withhold any and all taxes and imposts as required by law. Company shall deduct TDS (Tax Deducted at Source) from TEC and provide statements to employee for tax submitted to the government authorities.

3.8 The salary for a month shall be credited to employee's bank account before 15th day of the following month.

4. Place of Employment

4.1 Your principal place of employment shall be the company's office at **Mohali.**

4.2 During the term of this Agreement, the Company may change the employee's principal location temporarily or permanently based on the company's business requirements and/or its clients' needs. At its sole discretion, the company may offer you 'Location Allowance' for cities with higher cost of living.

4.3 At its sole discretion, company may offer hybrid or remote work arrangements to the employee, for a duration decided by company, subject to company's confidence that employee would be able to maintain same level of performance as in case of working from office.

4.4 Any hybrid or remote work arrangement would cease to exist during the employment termination notice period of the employee. The employee is required to work from company's or its client's office during notice period as per business needs.

5. Performance of Duties

5.1 The Employee agrees that during the employment period, he/she shall devote his/her full business time to the business affairs of the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

5.2 The Employee shall be responsible for performing all the Roles and Responsibilities as assigned by company, its affiliates and its clients time to time.

5.3 Company can change the operating or working requirements in line with the employee's working capacities and skills, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

6. Obligations of the Employee

6.1 The Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. The employee will not copy and retain any Intellectual Property of the Employer and/or its clients including but not limited to software programs or tools, interfaces, utilities, technology, inventions, devices, specifications, documentation, ideas, concepts, know-how, processes, methodologies, techniques, materials, contracts, company documents of any kind. Any Intellectual property in possession of the employee shall be destroyed without further circulating them, on the last day of the employment.

6.2 The Employee further promises to never defraud the Employer in any manner.

6.3 The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company and its clients as notified from time to time.

6.4 The Employee shall not take up any part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company.

6.5 During the continuance of your employment, you shall not, unless permitted by the Company in writing, hold any position in any Enterprise as a director, manager, officer, general partner, managing member, advisor member of a committee with management or supervisory functions, trustee.

6.6 You must avoid situations where your personal interests may conflict or appear to conflict with the interests of the Company, any other Group Company and/or their respective clients. If you believe that a potential or actual conflict of interest may exist, you must discuss with and receive written approval from the Company regarding this and any other question pertaining to ethical standards of the Company.

6.7 The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premises of employment. If the Employee violates this term in the agreement, he shall be fully responsible for his/her actions and the Employer shall not be held responsible for any illegal acts committed by the Employee.

6.8 The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.

6.9 The Employee shall always ensure to treat all Company employees, customers, clients, business partners and other affiliates with respect and responsibility.

6.10 The Employee is required to comply with all laws, ethical codes and company policies, procedures, rules or regulations.

6.11 The Company is an equal opportunities employer and you are required to refrain from any discrimination, harassment, vilification or victimization which is prohibited by local law. You are required to comply with the Code of Business Conduct and Ethics and the Principles and Behaviors, as amended by the Company from time to time.

6.12 If employee fails to uphold any of the above clauses, the employee is entitled to take disciplinary action against employee including but not limited to termination of employment. In case of termination of the Employee because of disciplinary reasons, the Employer shall not serve any notice or pay any notice pay in lieu thereof.

6.13 Independent Contractor shall defend, indemnify, hold harmless, and insure Company from any and all damages expenses or liability resulting from or arising out of, any negligence, misconduct, breach of local and government laws or any actions or circumstances outside the office and work day.

7. Leave Policy

7.1 The Employee shall follow the leave policy and calendar of the client with whom the employee is engaged.

7.2 While not working for a client, the employee is entitled to 12 (twenty) days of paid leaves in a year, prorated to 1(one) leave per month. In addition, the Employee will be entitled to public holidays as per the Leave holiday calendar of the Company or its Client.

7.3 The Employee is supposed to seek written approval from employer at least 7 (seven) days in advance while availing leaves. Any emergency situations with reasonable valid and genuine grounds are exception to 7 days advance leave notice.

7.4 In the event that the Employee is absent from work due to sickness or injury, he/she shall inform the designated person as soon as possible and will provide regular updates as to his/her recovery and as far as practicable will inform the designated person of the Employer of his/her expected date of return to work.

7.5 If the Employee is absent from work due to sickness or injury for more than three consecutive days, he/she must submit to the Employer doctor's consultation and medical certificate form. The employer can ask Employee for doctor's consultation and medical certificate in case of unreasonably frequent sick leaves.

8. Work Product Ownership

8.1 The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works, code, programs, softwares, that the Employee may individually or jointly conceive or develop during the term of Employment are “works made for hire” and to the fullest extent permitted by law, Employee will assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.

8.2 Company will exclusively own all rights, title and interest in and to any software programs, tools, interfaces, utilities, technology, inventions, devices, specifications, documentation, ideas, concepts, know-how, processes, methodologies, techniques and materials of any kind used or developed by Employee in connection with performing Services (collectively “Developed Materials”), including all worldwide patent rights (including patent applications and disclosures), copyright rights, moral rights, trade secret rights, know-how and any other intellectual property rights therein.

8.3 Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

8.4 You may not use any Intellectual Property Rights or Works in any way other than for the purposes of performing your duties in the interests of the Company unless you obtain proper written permission from the Firm to do otherwise.

8.5 After termination of employment, Employee shall not impose any rights on the intellectual property created. Any source code, software or other intellectual property developed, including but not limited to website design or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.

9. Confidentiality

9.1 The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, the employee would have access to and be entrusted with confidential information of the Company and/or its Clients, trade secrets, strategies, the disclosure of any of which confidential information to the outside world would be highly detrimental to the interests of the Employer.

9.2 The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.

9.3 Accordingly, the Employee covenants and agrees with the Employer that the employee will not, under any circumstance during the continuance of this employment, or after the employment disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder. The employee shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.

9.4 The Employee agrees that the software programs of the Company and/or its Clients contain valuable confidential information and agrees that it will not modify, reverse engineer, decompile, create other works from, or disassemble any software programs contained in the Confidential Information without the prior written consent of the Company.

9.5 In addition to and without altering any legal obligation (that you already have or to which you become subject) to keep the Confidential Information confidential, you agree not to use, retain, remove, destroy, transmit, disclose or communicate any Confidential Information to any third party outside of the Company either during the course of your employment or after it has ended, whether deliberately or otherwise. Furthermore, you shall not use any Confidential Information known to you or reconstruct or reproduce any Confidential Information.

9.6 On or before the cessation of your employment with the Company or as and when required by the Company, you must return or surrender to the Company all Confidential Information (including any copies thereof) of the Company or/and its Clients, without retaining it in any form, as well as any and all softwares, programs, codes, documents, data, manuals and other material (whether in hard or electronic form) either prepared, received or accessed by you during your employment at the Company or working for its clients, comprising or containing all or any part of the Confidential Information, together with any security keys and other items in your possession or under your control.

9.7 The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person or whatsoever, during or after his employment.

9.8 The Employee acknowledges that use or disclosure of any Confidential Information in a manner inconsistent with this Agreement will give rise to irreparable injury to the Company or/and its Clients, for which damages would not be an adequate remedy. Accordingly, in addition to any other legal remedies which may be available at law or in equity, the Employer shall be entitled to equitable or injunctive relief against the unauthorized use or disclosure of Confidential Information. The Employer shall be entitled to pursue any other legally permissible remedy available due to such breach, including but not limited to damages, both direct and consequential. In any action brought by Employer under this Section, Employer shall be entitled to recover its attorney's fees and costs from the Employee.

10. Non-Competing and Non-Solicitation

10.1 During the Term of this Agreement and for a period of 2 (two) years after the employment ends with the Company, the Employee can't directly or indirectly seek employment with any of the clients of the Company.

10.2 During the Term of this Agreement and for a period of 3 (three) years after the employment ends, the Employee can't directly or indirectly deal or do business with the clients of the Company.

10.3 You shall not during your employment or at any time during the 3 (three) years period after the date of termination of your employment, either on your own account or in conjunction with or on behalf of any other person, firm, company, trust, organization or other entity, solicit, interfere with or endeavor to entice away from the Company any person, firm, company, trust, organization or other entity for whom or which the Company either performed or actively solicited work or business during your employment with the Firm.

11. Indemnification, Non-Disclosure, Non-Disparagement

11.1 The Employee shall indemnify the employer of any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defense or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

11.2 You agree that during the course of your employment and after its cessation (for whatever reason) you will not make, publish or issue (or authorise or permit the making, publication or issuing of) any disparaging or derogatory statement whether oral or written concerning the Company or any other Group Company or any of its or their current or former employees, agents, directors or officers, or act in any manner which would or might bring the Firm or any other Group Company into disrepute.

11.3 You agree that the terms of this Agreement are strictly private and confidential and you shall not disclose the existence of this Agreement, or the contents herein to anyone, except your immediate family, accountants and legal advisors, and only upon their agreement not to disclose to another person or entity, any information relating to the existence and/or contents of this Agreement, except to the extent required by legal process.

12. Survival, Remedies, Severability

12.1 The rights and obligations of the parties contained in Sections 8, 9, 10 and 11 will survive the expiration or termination of this Agreement or any Statement of Work.

12.2 If at any time the Employee violates to a material extent any of the covenants or agreements set forth in sections 8, 9, 10 and 11, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The Employee acknowledges that the Company would be irreparably injured by a violation of in sections 8, 9, 10 and 11, and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of in sections 8, 9, 10 and 11, or to any other appropriate equitable remedy without any bond or other security being required.

12.3 The clauses mentioned under sections 8, 9, 10 and 11 remains applicable in full force forever even after the Employee's termination from the Company.

12.4 The Employee acknowledges that the breach of the clauses mentioned under sections 8, 9, 10 and 11 will give rise to irreparable injury for which damages would not be an adequate remedy. Accordingly, in addition to any other legal remedies which may be available at law or in equity, the Company shall be entitled to equitable or injunctive relief for this breach. The Company shall be entitled to pursue any other legally permissible remedy available due to such breach, including but not limited to damages, both direct and consequential. In any action brought by the Company under this Section, the Company shall be entitled to recover its attorney's fees and costs from the Employee.

12.5 If any provision of this Agreement is held invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement will remain in full force and effect, and the provision affected will be construed so as to be enforceable to the maximum extent permissible by law.

13. Termination and Notice Period

13.1 Both the Employer and Employee can terminate this employment contract by serving a 2 (two) months' advance notice period. Such notice shall be sent in writing through designated official emails.

13.2 The Employer retains the right to terminate the services of the Employee at any time without assigning any reason for such termination, by paying the Employee, a sum equivalent to 2 (two) Month's last drawn salary.

13.3 The notice period would be extended by the number of days of the excessive leaves taken over and above prorated monthly quota during the notice period.

13.4 In case of misconduct, misbehavior or serious policy violation by employee, the services of the employee can be terminated without notice or notice pay as stated here in above. "Misconduct" will include without limitation:

(a) fraud, misappropriation and/or or dishonesty in respect of the Company's property or business;

(b) absence from service without prior notice in writing or without sufficient cause for seven days or more;

(c) repeated failure to comply with the lawful directions of the Company and/or its officers;

(d) going on or abetting a strike in contravention of any law;

(c) causing damage to the property of the Company; and/or

(d) breach of confidentiality/secrecy provisions set out in this Agreement.

13.5 Any request by Employee for any exceptions to notice period is at the total discretion of the Employer, and such requests might or might not be obliged based on the business interests of the Company and/or its clients.

13.6 The Employee may not offset the notice period by any vacation leave that has not been taken. However, the Company may direct you to take annual leave at any time to the extent permitted by law.

13.7 During the notice period, the company may place you on any period of paid garden leave on full pay and contractual benefits and exclude you from the Company's premises and/or remove your access to the Firm's systems. Notwithstanding, any

other provision in this Agreement, during such period of paid leave, the Company shall be under no obligation to vest in or assign to you any duties or work or require you to appear at work. You will remain bound by all of the express and implied obligations arising out of your employment with the Company.

13.8 Following the termination of your employment, you shall not represent yourself or hold yourself out as being employed by the Company. You shall take appropriate steps within seven (7) days of your Termination Date to ensure any social media accounts and external profiles which you may have, are updated to accurately reflect the cessation of your employment with the Company.

13.9 The Employee understands and agrees that leaving the company without serving a notice period of two (2) months causes irreversible and irreparable reputational and credibility loss to the company in addition to the loss to future business of the Company. This subjects the Employee liable to the legal penalties, and any actual and future damages arising out of this would be compensated by the Employee.

13.10 In case the termination notice period is initiated by the Employee, the Company has the right but no obligation to relieve the Employee during the 2 (two) months' notice period. The final decisions and rights in this regard lie with the company.

14. Settlement of Disputes

14.1 This Agreement shall be governed by the laws of India, and the courts of Mohali, India shall have exclusive and sole jurisdiction over any disputes hereunder.

15. Counterparts

15.1 The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

(The Employee)

Name: Daksh Malik

(The Employer)

Avi HealthTech Private Limited

Represented By: Avinash Kumar

Designation: CEO

ANNEXURE A

Component Structure	Yearly	Monthly
Total Employment Cost (TEC)	INR 180,000	INR 15,000

Monthly Break up [All figures in INR]

Earnings		Deductions	
Component Structure	**Amount**	**Component Structure**	**Amount**
Basic Pay	6,000.00	Medical Insurance	500
House Rent Allowance	3,000.00	Life Insurance	500
Conveyance Allowance	1,600.00	PF Employee Contribution	720
Special Allowance	4,400.00	PF Employer Contribution	720
		Professional Tax	200
Total Earnings	**15,000.00**	**Total Deductions**	**2,640.00**
.			
Net Pay: INR 12,360.00			
In Words: Rupees Twelve Thousand Three Hundred Sixty Only			

ANNEXURE B

Component Structure	Yearly	Monthly
Total Employment Cost (TEC)	INR 4,00,000	INR 33,500

Monthly Break up [All figures in INR]

Earnings		Deductions	
Component Structure	**Amount**	**Component Structure**	**Amount**
Basic Pay	9,000.00	Medical Insurance	500
House Rent	4,500.00	Life Insurance	500
AllowanceConveyance	1,600.00	PF Employee Contribution	1080
Special Allowance	7,400.00	PF Employer Contribution	1080
Project Allowance*	11,000.00	Professional Tax	200
Total Earnings	**33,500.00**	**Total Deductions**	**3,360.00**
.			
Net Pay: INR 30,140.00			
In Words: Thirty Thousand One Hundred Forty Only			

*Project Allowance is discretionary, and is applicable when the Employee is working on an external client project.

Avi HealthTech

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Lean Apps

Date: 22.12.2023

Offer Letter

Dear **Dazzle Madan,**

We would like to congratulate you on successful completion of your Internship program and are pleased to offer you the position of **Junior UX Designer** in our organization.

Your annual Fixed Compensation, will be **Rs. 3,62,902/- LPA** and you'll be entitled to a variable pay upto **Rs. 36, 290/- PA (10%)** based on your performance and overall contribution towards meeting the company's objectives.

A detailed Appointment Letter will be issued to you upon joining the organization.

This offer of employment is valid until 2nd Jan 2024. Kindly confirm your acceptance of the offer. A list of documents, which needs to be submitted is attached.

We look forward to your association with the Lean Apps Team. We believe that your association with us will be mutually rewarding.

Regards
Lean Apps Software Pvt. Ltd.

DocuSigned by:
Puneesh Singla
69691CE68AC7471...

Authorized Signatory

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Please sign the letter as a token of your acceptance.

Name of the candidate: Dazzle Madan

Signature:

DocuSign Envelope ID: 018B43B6-86BF-46DA-98E0-8977305872C8

Lean Apps

Joining Checklist

Sr No	Documents
1	Updated Resume
2	Educational Certificates
3	Secondary Certificate (Date of Birth Proof)
4	Secondary Mark sheet
5	Sr. Secondary Mark sheet
6	Graduation Certificate
7	Post-Graduation Certificate
8	Other Certificates (if any)
9	Previous employment Appointment Letter
10	Previous employment Relieving and Experience Letter
11	Previous employment Salary Slips
12	Aadhaar card
13	Pan Card
14	Passport
15	Permanent and Current address proof
16	Bank Account Details of ICICI bank
17	Soft copy of Photograph

J. Mitra & Co. Pvt. Ltd.

Specialised Services for Medical, Industrial,
Laboratory Equipment and Diagnostic Reagents

A-180-181, Okhla Ind. Area, Phase - I, New Delhi - 110 020
Ph.: 0091-11-47130300, 47130500, 26818973, 26810133
E-mail : jmitra@jmitra.co.in Internet : www.jmitra.co.in
CIN: U52110DL1969PTC005010

Date: 05-01-2024

Mr. Prajjwal Jagwan

S/O Mr. Govind Singh Jagwan
29, Gram Chhatoli, Post Tilwara
Distt. Rudraprayag, Uttrakhand-246475

Dear Prajjwal Jagwan

Heartiest Congratulations!

I am delighted & excited to welcome you to J.Mitra & Co. Pvt Ltd as a R & D Intern at J.Mitra & Co. Pvt Ltd, we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest. We are confident that you would play a significant role in this process and wish you the most enjoyable, learning packed and truly meaningful internship experience with J.Mitra & Co. Pvt Ltd.

Your appointment will be governed by the terms and conditions presented in the Annexure A & Annexure B.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Yours Truly

05-01-2024

Authorized Signatory

5/2/2024

Encl: Annexure A&B

Annexure A

You shall be governed by the following terms and condition of service during your internship with J.Mitra & Co. Pvt Ltd, and those may be amended from time to time.

1.You are being hired as R & D Intern and Mr. Kailash Singh would be your Reporting Manager and Mentor during the internship. As R & D Intern you would be responsible for enclosed job responsibilities.

2. Your date of joining is **05-02-2024** and the duration of the internship would be 6 Months. During this time you are expected to devote your time and efforts solely to J.Mitra & Co. Pvt Ltd work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.

3. You will be working at our premises for the duration of the internship. There will be catch ups scheduled with your mentor to discuss work progress and overall internship experience at regular intervals.

4. All the work that you will produce at or in relation to J.Mitra & Co. Pvt Ltd will be the intellectual property of J.Mitra & Co. Pvt Ltd. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval in writing from your reporting manager.

5. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. J.Mitra & Co. Pvt Ltd operates on zero tolerance principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all J.Mitra & Co. Pvt Ltd work/data stored on your Personal Computer to your mentor and delete the same from your machine.

6. Your Reporting time is 09.00AM in the morning. We work six days in a week and from 09.00AM to 05.30PM.

5/2/24

7.During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.

8.Under normal circumstances either the company or you may terminate this association by providing a notice of 07 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.

9.You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.

10. J.Mitra & Co. Pvt Ltd is a well-known company in field of diagnostics and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation to follow.

11. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.

12. Have fun at what you do and do the right thing – both the principles are core of what our company stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.

13. You will be provided Rs. 24882/- Per Month (CTC) as stipend. Provident Fund deductions will be there as per compliance norms.

Yours Truly,

Authorized Signatory

05-01-2024

Accepted:

5/2/24

Signed & Date:

I have received Annexures A&B, agreed, read and understood all the terms and conditions of this Internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Accepted: 5/2/24

Signed & Date:

Annexure B

Job Description – Mr. Prajjwal Jagwan – R & D – Intern

Purpose of Position:

The purpose of the position is to assist the HOD in the planning, organizing and conducting Research Analysis and to ensure timely completion of allotted assignment and projects.

Job Responsibilities:

1. To work on the projects assigned.
2. Meeting deadlines for the timely completion of projects/assignments.
3. Calibration/Validation of lab equipment.
4. Routine Lab work as assigned on different projects.
5. Online Documentation.
6. Any other task assigned by the Reporting Manager.

The responsibility may be reviewed/ added as per company requirement as & when required.

Prepared By:

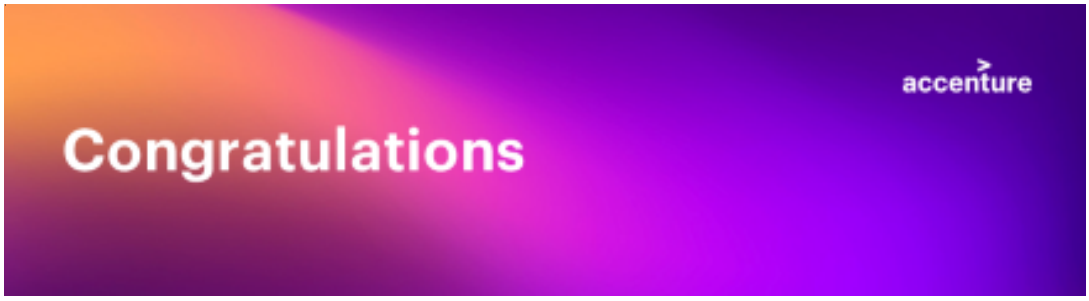
Name:

Sign & Date: 05-01-2024

Received & Accepted By:

Name:

Sign & Date: 5/2/24



04 March 2024

C06351627
Priyansh Garg
30/203, Gandhar, Sahara States, Jankipuram, Lucknow

Dear Priyansh Garg,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 Remote working condition - Declaration
• Annexure 4 for declaration
• Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

Candidate's Signature:{{Sig_es_:signer1:signature}}

which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Priyansh, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Yogeesha B R at https://indiacampus.accenture.com/myzone/accenture/auth/login should you have anything you would like to discuss further.

Yours sincerely,

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Priyansh Garg

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 383,000/-**
(B) Variable Bonus earning potential	**8.5%**
Annual Total earning potential (A+B)	**INR 415,555/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 6,400/-**
Notional Insurance Premium paid by Company	**INR 13,800/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 421,955/-**
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 5,700/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

 Candidate's Signature:{{Sig_es_:signer1:signature}}

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

2. Personal Accident coverage for self, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

Candidate's Signature:{{Sig_es_:signer1:signature}}

• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____
Priyansh Garg

Date: {{Dte_es_:signer1:date}}

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

 Candidate's Signature:{{Sig_es_:signer1:signature}}

Rockwell Automation

welcome

EMPLOYMENT AGREEMENT

Dear **Rahul Rana,**

Congratulations on Your Offer and welcome to Rockwell Automation.

We are very excited to have you Onboard!

You will be joining an organization that continuously reinvents itself, creating a culture of Innovation.

Rockwell Believes in EXPANDING HUMAN POSIBLITES!

We are hopeful you will find your time with us to be challenging and fulfilling!

MAKE A POSITIVE IMPACT
ON YOUR CAREER, ON THE WORLD

PRIVATE & CONFIDENTIAL
DATED: 25-Apr-2024

Rahul Rana

SUB: OFFER LETTER

Dear Rahul,

This has reference to your application and subsequent personal interview discussions you had with Rockwell Automation India. We are pleased to make an offer of employment in our organization to the position of **Graduate Engineer Trainee.**

and you will be reporting to **Nishat Ahmad Khan** on the following terms and conditions:

01) **DATE OF APPOINTMENT**

Your appointment is effective from **29-Jul-2024** which is from the date of your joining.

02) **BASE LOCATION**

You shall be based in **Noida** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.

03) **REMUNERATION**

Basic Salary – You will receive a Basic salary of **INR 21,418** per month which shall be deemed to include basic and dearness allowance, and which may at any later date be so split at the discretion of the Company.

Annual Base Pay – Your Annual Base Pay will be **INR 514,033**
Incentive Plan – Your Annual Employee Incentive Plan (AEIP) is **INR 51,403** per annum. You will become eligible for payment of AEIP as aligned to the payout cycles of the Incentive plan. The quantum will be in accordance with the variable pay norms prescribed by Rockwell Automation. Employees who are on the payrolls of the organization on the day of disbursement will be eligible for the same.

Annual Total Remuneration (ATR) – Your ATR will be **INR 608,641.**

The detailed break-up of the ATR is given below on Page 6 of this letter.

04) OTHER BENEFITS

You will participate in the Employees Provident Fund (EPF) Scheme on your becoming eligible in accordance with its terms. These EPF Rules are laid out by the Government of India.

You will be entitled to Gratuity in accordance with the rules statutory governing such payment.

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raindia@ra.rockwell.com

DATED: 25-Apr-2024

All the Company policies and procedures, regulations including those governing the Leaves, Travels, Mobile, etc. as also various other applicable rules as mentioned in various clauses above are kept on our Intranet portal site which you can access when you join Rockwell Automation.

05) **MERIT REVIEW**

Your salary will be reviewed along with the general review date for all other Rockwell Automation employees on a pro-rata basis or at such time as the Company may decide from time to time. Your increment is discretionary and will be subject to and on the basis of effective performance and results delivered during the period.

06) **LEAVES**

You will be entitled to Leaves & Holidays as applicable to all other employees of the company. The company rules and regulations regarding leaves are available on our Intranet portal site which you can access when you join Rockwell Automation.

07) **RETIREMENT**

The retirement age is 60 years at present and will be subject to change as per Company guidelines.

08) **OTHER WORK**

Your position is a whole-time employment with the Company, and you will not take up any other work for remuneration (part time or otherwise) or work in any advisory capacity or be interested directly or indirectly (except as shareholder) or debenture holder in any other trade or business during your employment with the Company without written permission of the President of the Company. You will also not seek membership of any local or public bodies without obtaining written permission from the Management.

09) **TRANSFER**

The Job is transferable in nature to any other location, anywhere in India or abroad. However, you will be liable to transfer in such other capacity that the Company may determine to any other department, branch, establishment or factory of the Company or any other Company or establishment under the same Management. In such cases, the terms and conditions of services applicable at the new placement will govern you.

DATED: 25-Apr-2024

10) **RESPONSIBILITIES AND DUTIES**

For all purposes, you will comply with all the provisions of the rules and regulations and policies as laid down by the Company and as amended from time to time. You will always be alive to the responsibilities and duties attached to your office and conduct yourself accordingly. In view of the above, you must effectively perform to ensure to achieve the results and compliant to the Rockwell business ethics.
You will also observe compliance to all Rockwell corporate policies, rules and regulation and as amended from
time to time.

11) **CONFIDENTIAL INFORMATION**

You will not, at any time, without the written consent of the Director/CEO disclose or divulge or make public except on legal obligations any information regarding the Company's affairs or administration or research carried out, whether the same may be confided to you or become known to you in the course of your service or otherwise.

12) **PROTECTION OF INTEREST**

If you conceive any new or advanced methods of improving processes / formulae / systems in relation to the operations of the Company, such developments will be fully communicated to the Company and will be and remain the sole right / property of the Company. To the extent necessary to vest ownership in the Company you will execute all such assignments and other documents and take any such other actions as the Company may reasonably require of you, at the Company's expense.

13) **PAST RECORDS**

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from service without any notice.

14) **TERMINATION NOTICE**

This contract of employment is terminable by Ninety days advance notice by the Company on payment of Basic salary in lieu of notice, and the Company in such a case is not bound to give any reason, therefore. The employee can terminate the contract by giving Ninety days advance notice to the Company. Further in case agreeable by the Company the employee may terminate the contract of employment by paying Ninety days basic salary in lieu of Ninety notice period. Notwithstanding anything aforesaid the Company reserves the right of immediate termination in case of gross negligence, misconduct, lack of integrity, loyalty and unfair / unethical practice.

MAKE A POSITIVE IMPACT
ON YOUR CAREER, ON THE WORLD

DATED: 25-Apr-2024

15) **AFTER TERMINATION**

On termination of the contract, you will immediately give up to the Company all IT assets, Company ID badge and all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, effects or records etc. belonging to the Company or any other information relating to its business and shall not retain or make any copies of these items.

We value the talent you bring and look forward to your continued successful career at Rockwell Automation. I am confident that you will make an important contribution to the organization and that in turn Rockwell Automation will afford you a challenging and rewarding opportunity.

Please signify your acceptance of the above Terms & Conditions by signing in the duplicate copy of this letter.

Yours faithfully,
For **Rockwell Automation India Private Limited**

Abhishek Misra,
HR BUSINESS PARTNER – INDIA

Acceptance and Acknowledgement

I, ----------hereby acknowledge that I have read all the terms and conditions mentioned above in the Offer letter and confirm my acceptance of the same.

DATED: 25-Apr-2024

(Signature)

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Compensation breakup

COMPENSATION STRUCTURE– ROCKWELL AUTOMATION INDIA			
SI. NO	**SALARY COMPONENTS**	**ANNUAL (INR)**	**MONTHLY (INR)**
1	**MONTHLY PAYMENTS**		
1.1	Basic Salary (50% of Annual Base Salary)	257,017	21,418
1.2	House Rent Allowance (50% of Basic Salary)	128,508	10,709
1.3	Conveyance Allowance (20% of Basic Salary)	51,403	4,284
1.4	Special Allowance (Balancing Figure)	55,687	4,641
	TOTAL FIXED	**492,615**	**41,051**
2	**PERKS (PER ANNUM)**		
2.1	Leave Travel (One Month's Basic)	21,418	1,785
	TOTAL PERKS	**21,418**	**1,785**
A	**ANNUAL FIXED CASH/ BASE SALARY (1+2)**	**514,033**	**42,836**
3	**VARIABLE**		
3.1	Variable Pay (10% of Annual Base Salary)	51,403	4,284
	TOTAL VARIABLE	**51,403**	**4,284**
B	**ANNUAL TOTAL CASH (1+2+3)**	**565,436**	**47,120**
4	**BENEFITS**		
4.1	Provident Fund (12% of Basic Salary or 12% of INR 180000, annually whichever is more)	30,842	2,570
4.2	Gratuity (4.81% of Basic Salary)	12,362	1,030
	TOTAL BENEFITS	**43,204**	**3,600**
C	**ANNUAL TOTAL REMUNERATION (ATR) (1+2+3+4)**	**608,641**	

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Rockwell Automation Allen-Bradley by ROCKWELL AUTOMATION FactoryTalk by ROCKWELL AUTOMATION

Addresses of Rockwell Automation India

S.No	Region	Address	S.No	Region	Address
1	Noida Sector 64	Rockwell Automation India(P) Ltd A-66, Sector-64, Noida -201301 Contact: 0120-4671694/95	8	Pune	Rockwell Automation India(P) Ltd-SEZ Unit Ground and First Floor, Wing A, Building Mississippi, Block 1.2, Embassy TechZone, M/S Pune Embassy Projects Pvt Ltd-SEZ, Rajiv Gandhi Infotech Park, Phase II, Hinjewadi Pune- 411057, Contact No :020-42951800 Contact No :020-42951800
2	Noida Sector 63	Rockwell Automation India Pvt Ltd A-60, Sector-63 District- Gautam Budh Nagar UP-201301 Contact: 0120-302 6521	9	Vadodara	Rockwell Automation India(P) Ltd. 707-708, Ocean, near Centre Square Mall, Sarabhai Compound, Vikram Sarabhai Marg Baroda - 390023 Contact No : 0265 - 3929600
3	Sahibabad	Rockwell Automation India(P) Ltd. C-11 Site-IV, Industrial Area Sahibabad-201010 Contact No: 0120-4017926	11	Bangalore	Rockwell Automation India(P)Ltd #11, Global Tech Park, B Wing, 2nd, 3rd & 4th Floor O' Shaughnessy Road, Langford Town, Bangalore – 560025 Contact No : 080-30706999
4	Gurgaon HO	Rockwell Automation India(P) Ltd. Building No 10 B, 5 floor Tower B DLF cyber city, Gurgaon, State:- Haryana 122002, State Code :- 6 Contact: 0124 4527900	12	Chennai	Rockwell Automation India(P) Ltd. 4th Floor, MMPDA Tower, No-184, Rayapettah High Road, Chennai-600014 Contact No : 044-43445900
6	Kolkata	Rockwell Automation India(P) Ltd. Infinity Building, 11th Floor Tower 2 Block-GP Plot-A3 Sector-5 Salt Lake, Kolkatta-700091 Contact No : 033-39210500	13	Hyderabad	Rockwell Automation India(P) Ltd. 202, 2nd Floor Aditya Trade Center Near Bluefox Hotel Ameerpeth Hyderabad-500038 Contact No :040-39140111
7	Mumbai	Rockwell Automation India(P) Ltd. Rupa Solitaire - No. 1310-1315, Building No A-1, Sector No 1, Millennium Business Park, MIDC, TTC Industrial Area, Mahape, Navi Mumbai, 400710 Contact No: 022 – 30065600.	14	Pune	MESTECH - A Rockwell Automation Company IOC Tower-B 2nd Floor Cummins Office Campus Balewadi High Street Pune-411045, India

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Annexure 'B'

To enable a smooth on boarding process, please share a scanned copy of the following documents with us, at-least 10 days prior to your date of joining. You are also requested to carry hard copies of these documents, at the time of joining.

1. Educational Certificates
2. Date of Birth Certificate
3. Experience Certificates (Previous and Present Employers)
4. Relieving Certificate /Resignation Acceptance from the Present Employer
5. Salary Statements (last two months), Appointment/ Increment Letter
6. Four Passport sized colored Photographs (white background) and 1 scanned photograph
7. Identity Proof - Copy of any of the following (Passport/ Driving License/ Voter Id/ Pan Card)
8. Address Proof - Copy of any of the following (Passport/ Driving license/ Ration Card/ Lease agreement/ Mobile Bills etc.)

- Your offer has been made based on the information furnished by you. However, if there are any discrepancies found, during your Background Verification, in the documents given by you, the Company reserves the right to revoke your offer.

- Please note that the Company reserves the right to recover Notice Period reimbursement if paid to any candidate, in case he/she leaves within a year of tenure at Rockwell Automation India.

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GEMINI SOLUTIONS
VISUALIZE SUCCESS

9th Oct, 2022

Dear **Akash,**

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **9th October, 2023** and you will report to us on **2nd January 2024, Tuesday** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
b) Usage of profane, vulgar, or abusive language.
c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
d) Consistent interruptions in a rude and sarcastic manner with client.
e) Unauthorized release of confidential information.
f) Inappropriate fraternization with clients.
g) Coming to work intoxicated or any disciplinary issues on the floor.
h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15,500 (Fifteen Thousand Five Hundred only**) per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties

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GEMINI SOLUTIONS
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hereunder, in accordance with the Company's expense reimbursement policy as in effect from time to time.
The company will invest a lot of time, money and energy in training you so it is mandatory for you to complete the training.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

This letter, together with 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.

No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties hereto. The internal substantive laws, but not the choice of law rules, of the State of India, shall govern this letter.

The conversion will take place on successful completion of your training period for 6 months. During this time, you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. Only after successful completion of this training period (based on the tests conducted and analysis of your seniors), the company will decide on its sole discretion whether you will be offered a full-time job employment or not. If given a full-time offer, after your acceptance you will be transferred to the company's permanent payroll and post that your package will be **INR 5,40,000 (Five Lacs Forty Thousand Only)**.

Employee agrees that he/she shall execute a Service Bond for a minimum period of **24 Months** from the day of joining to a full-time employee and if the Employee quits Gemini Solutions for any reason whatsoever before completion of two years there from, he/she will have to make a payment of Rs.2, 00,000/- (Two lakhs) to Gemini Solutions on demand, without demur and will not be awarded any certificate of completion of his/her training.

If you choose to accept this offer, please sign a copy of this letter in the space. We hope that this offer will be favourably received and we look forward to working with you at Gemini Solutions Private Limited. Your anticipated start date is **2nd January 2024.**

Sincerely,

Priyanka

Priyanka Gubrele
Assistant Vice President
Gemini Solutions Private Limited

DS
AKS

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South-West Delhi-110077
Principal Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016
Branch Office: 8th floor, Anant Raj Techpark, Plot No. 1, Sector - 22, IT Park Rd, Panchkula, Haryana 134109
CIN No: U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.com

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I, **Akash Kumar Singh** accept the salary and position offered to me by Gemini Solutions Private Limited.

Signature Date:

DocuSigned by:
AKASH KUMAR SINGH
7B986B9193B645E...

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South-West Delhi-110077
Principal Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016
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CIN No: U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.com

Genpact NextGen Campus Program 2023-24 || Congratulations on your achievement

1 message

Jagdev, Nupur <nupur.jagdev1@genpact.com> Fri, Apr 5, 2024 at 5
To: vipulpiplani3113@gmail.com <vipulpiplani3113@gmail.com>

Dear VipulArora,

We are still waiting for your response on below message. Request you to share your response as per the given timelines.

We are thrilled to welcome you to **Genpact!** With a startup spirit and 115,000+ curious and courageous minds, we have the expertise to go deep with the world's biggest brands—and we have fun doing it! We're harnessing the power of technology and humanity to create meaningful transformation that moves us forward in our pursuit of a world that works better for people.

We are excited to have you join us in Tech Services segment at Genpact!

Congratulations on your achievement and welcome to our team of AI First tech-savvy professionals.

We understand that this is an exciting time for you as you embark on your professional journey with us. We are equally excited to have you on board and look forward to working with you.

Your **Joining Date** and **Joining location** will be shared with you 1 month advance of your joining date. We expect the selected applicants to be flexible and ready to join in the location finalised by Genpact.

You will join with us with as Full time Employee with an initial 6-month probation period.

During this probation period, your compensation will be INR 250000 per annum. This period will serve as an opportunity for you to get familiar with our company culture, processes, and expectations. We believe that this will also give you a chance to showcase your skills and potential to excel in your role.

Upon successful completion of your probation period, your compensation will be increased to INR 630000 per annum (excluding variable). We are confident that you will make a valuable contribution to our team and help us achieve our goals.

We understand that starting a new job can be overwhelming, but we assure you that our team will be there to support and guide you every step of the way. We have a strong team culture that promotes collaboration, innovation, and growth. We are sure that you will fit right in and make meaningful connections with your colleagues.

Before your offer process begins, please confirm that you are accepting this probation period arrangement and the compensation. All you have to do is, simply fill the MS form link : https://forms.office.com/r/xWQ9GrUZ89 by 7nd **April'24, 6 pm** and let us know if you are willing to join.

Please do note that your acceptance is an essential step to initiate the offer process and if you don't respond by the deadline, your offer shall be cancelled. This selection confirmation is subject to you are clearing the final year graduation exams without any papers pending for clearing. Your offer will be deemed to be withdrawn by the Company in case you fail to clear the Background verification checks irrespective of the fact that you may have formally commenced your training/employment with us.

We are excited to have you join us and look forward to seeing you on your first day. In the meantime, please feel free to reach out to us at nupur.jagde1@genpact.com, if you have any questions or concerns. Once again, congratulations on your selection and welcome to Genpact family!

Best regards,

Genpact Tech Campus Team

Transformation Happens Here

Geekster

June 12th, 2024

Mr. Harshit Upadhyay

Subject: Internship Letter with QuantumBit Technologies Pvt. Ltd.

Dear Harshit,

We are pleased to offer you an internship at QuantumBit Technologies Private Limited (herein referred as Geekster) as an **College Partnerships - Intern**. Your internship shall commence from **June 12th, 2024** and will be for the duration of **3 months**.

The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. During this period, you will be entitled for a fixed stipend of INR 15,000/- per month.
3. Your timings will be from 10:30am to 7:30pm, Monday to Saturday.
4. Disciplinary issues, non- performance, non-adherence to code of conduct during internship can result in termination of internship.

Please confirm your acceptance of this offer. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Yours Sincerely,

For QuantumBit Technologies Pvt. Ltd.

AUTHORIZED SIGNATORY

Offer Letter

Date: Jan 5th, 2024
Ref. No. GB/OP-HR/RA-1380

Anant Rao
Jaypee Group

Dear Anant,

Congratulations!

We are pleased to extend the offer of employment to you on behalf of GreyB with location as **Mohali**, in the capacity of **Sales Development Representative.** You are expected to join us on **Jan 16th, 2024**. You will report directly to **Mr. Chakshu Kalra.**

SDR Program: You will undergo 6 months of a SDR program from the date of your joining. And during the tenure of this program, you will be eligible to get a stipend of **INR 20,000 PM**.

After successful completion of your program, you will be absorbed into the permanent cadre with GreyB. Thereafter, your CTC shall be **INR 7 Lac** including a 1 Lac fixed Loyalty Bonus (refer to Annexure I).

Your performance will be reviewed, on a regular basis, to assess your suitability. You shall receive your payments on or before the 7th of each month. You are entitled to 18 days leave, for the current year, calculated @ 1.5 days for every completed month of service.

This offer shall stand canceled, automatically, should the information provided, by you, is found to be incorrect in any form and/or you fail to join, duty, on /before the pre-decided date. It shall be deemed that you have not accepted the offer, should the company not receive your response, in the affirmative, before **Jan 8th, 2024.**

GreyB looks forward to an enduring relationship with you.

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited.

SMARTBREW
Ideas to Life

Date: 15-03-2024

Dear Angel,

With reference to our discussion and your interview with us, we are pleased to offer you an exciting career in our organization as a ***CONSULTANT** for Promoting Sales*. Your joining date will be 10-06-2024.

You shall be on a 12-month probation initially, and shall receive an annual fixed remuneration of Rs **6LPA (4.8LPA Fixed + 1.2LPA Variable)**.

As discussed and conveyed during your interview, Smartbrew is free to assign clients from the Real Estate/NGO-Charity/Advertising industry for promoting revenue to you (proper training will be provided).

Kindly sign and return a copy of this letter, along with your PAN and Aadhar card scan to mark your acceptance of the offer to hr@smartbrew.in

We look forward to welcoming you to be a part of a high performance sales team.

HR Department
SmartBrew Solutions

PS. This offer is valid for a period 48 hours from the date of issuance of this letter.

16/March/24

This is computer generated document and does not require signature

InventIP Legal Services LLP

Smartworks Corporate Park, Amity Rd., Sector 125,

Noida, Uttar Pradesh - 201303

Offer Letter

Dear Chirag Jain,

With reference to the opportunity in our offices, we are pleased to offer you the position of **Trainee Associate** in the firm. The particulars of the offer are as under:

1) You will join at probation for 6 months. On successful, completion of probation period you will be confirmed to continue further, on agreed yearly package for a period of 12 months starting from the date of your joining.

2) Your regular working hours shall commence at 9:30 AM and terminate at 7:00 PM and your week shall commence from Monday and terminate on Friday. This may however be adjusted from time to time depending on the deadlines of the tasks assigned to you.

3) You can avail up to 18 Privilege leaves, 6 Casual leaves, and 6 Sick leaves in a calendar year by giving a prior notice.

4) Your retainership with the firm may be terminated by either you or the firm by giving a 60-day prior written notice or by payment of salary in lieu of the notice period.

5) Your appointment is on an exclusive basis and you shall not pursue any other part time, independent or other form of fee earning activity while your appointment is valid and in force.

6) You will be required to enter into a standard Confidentiality Agreement with the firm and your retainership with the firm is contingent upon your willingness to sign the same.

7) Your joining date will be no later than **June 17, 2024**.

8) If the aforesaid terms are acceptable to you, please send us an email stating your acceptance of the above offer within the next 7 days. Please note that if we do not hear from you within the stipulated time, this offer will stand withdrawn.

Yours sincerely,

Ankush Bedi

Digitally signed by Ankush Bedi
Date: 2024.04.17 16:53:39 +05'30'

Ankush Bedi & Rahul Parmar
Founding Partners
InventIP Legal Services LLP

Date: April 17, 2024

COPPERPOD
INTELLECTUAL PROPERTY

2 November 2023
COP-HR/INT/L-169/2023

To,

Nitika Bhatt
C/O: Vipan Kumar Sharma,
#299/2, J P University, Road,
Near SBI Bank Branch, Waknaghat
Distt. Solan, Himachal Pradesh - 173234

Subject: Internship Offer Letter

Dear Nitika,

We are extremely pleased to offer you the position of **Intern – Research Analyst** in our organization at the stipend of **INR 15,000/-** per month.

Your base location for this profile would be **Sebiz Square, Sector 67, Sahibzada Ajit Singh Nagar (Mohali), Punjab 160062.**

We believe that you will play a significant role in building the operational base of Copperpod IP and our expanding business in the years to come. The challenges that we face are exciting and we look forward to your contribution in helping us to meet these objectives.

Your *tentative* date of joining the services of the Company would be **2nd January 2024 (Tuesday)**.

This position will be a six (6) months paid internship opportunity ending on **28th June 2024 (Friday)**. The schedule for this position is **Monday to Friday** (9:00 A.M. to 6:00 P.M.).

This offer letter represents the full extent of the internship offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing.

We look forward to having you begin your career at Copperpod IP and wish you a successful internship.

Sincerely,
For Carthaginian Ventures Pvt. Ltd.

Anubhav Garg
HR Executive
Copperpod IP

Accepted & Agreed

Nitika Bhatt

Terms & Conditions

a) You will be entitled to public holidays observed by the Company, a list of which will be shared as and when needed.

b) You shall strictly abide by the rules, regulations, office orders, and instructions issued by the Reporting Manager(s) from time to time.

c) Any instance wherein you decide to terminate the internship or resign from the Company before the date of ending of the Internship, you will be liable to pay an amount equal to the 60 days of stipend to the Company.

d) During your internship with us, you shall not work anywhere else directly or indirectly, part-time, or full-time, or in any other capacity without the written approval of the Reporting Manager(s).

e) Contingent on satisfactory performance during the internship, you shall be offered a full-time employment offer with Company at the end of the internship, the detailed terms of which shall be intimated no later than 15 days prior to the completion of the internship.

f) You agree that during your internship with the Company and/or its subsidiaries as well as following the termination of such appointment for any reason, you shall not directly or indirectly divulge or make use of any confidential information outside of your internship with us (so long as the information remains confidential) without the prior written consent of the Reporting Manager(s). You further agree that if you are questioned about information subject to this agreement by anyone not authorized to receive such information, you will notify the Reporting Manager within 24 hours.

g) You also agree to return all property in your possession at the time of the termination of the appointment with the Company, including but not limited to all documents, records, electronic files, and other media of every kind and description relating to the Company and its customers and any copies, in whole or in part, whether or not prepared by you, all of which shall remain the sole and exclusive property of Company.

h) Proprietary Rights shall be promptly and fully disclosed by you to the Company shall be the exclusive property of the Company. You hereby assign to Company your entire right, title, and interest therein and shall promptly deliver to the Company all papers, drawings, models, data, and other material relating to any of the foregoing Proprietary Rights conceived, made, developed, created or reduced to practice by you as aforesaid. All copyrightable Proprietary Rights shall be considered "works made for hire."

i) You covenant and agree that, during the term of your appointment with Company and/or its subsidiaries and for twenty-four (24) months after the termination thereof, regardless of the reason for the termination, you will not, directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors with whom you had material contact during your appointment.

j) You covenant and agree that, during the term of your employment with Company and/or its subsidiaries and for twenty-four (24) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee of the Company with whom you had personal contact or supervised while performing your Job Duties, to terminate their relationship with Company and/or its subsidiaries.

k) Any instance of improper conduct, misconduct, gross negligence or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate dismissal. In such an event, payment of stipend and all other payments shall cease as per the date of this dismissal. Improper conduct shall be deemed to include direct or indirect participation by you or authorized agents in any political activity in any country or in any professional or business undertaking or activity that could lead to a conflict of interest.

Please confirm your acceptance of the terms of this offer letter by **3 November 2023 (Friday)** failing which, we have the right to revoke the offer.

I accept employment with the company on the terms and conditions set out in this letter.

For Carthaginian Ventures Pvt. Ltd. **Accepted & Agreed**

Anubhav Garg
HR Executive
Copperpod IP

Nitika Bhatt

KPMG Assurance and Consulting Services LLP
2nd Floor, Block T2 (B Wing)
Lodha Excelus, Apollo Mills Compound,
N M Joshi Marg, Mahalaxmi,
Mumbai 400011 India
Telephone: +91 (22) 3989 6000
Fax: +91 (22) 3090 1510

21-December-2023

Shaily Tiwari
141, Panditwari, Phase 2, Dehradun, Uttarakhand
248007

Dear Shaily,

On behalf of **KPMG Assurance and Consulting Services LLP** (the '**Firm'**), we are pleased to offer you the position of Academic trainee with the Firm. You will be part of the **DT-Cyber Defense & IR** team.

You shall be based at our office in **Gurgaon**.

Your internship shall start from 29-January-2024 and you will be a trainee for a period of 6 Months month(s) in the Firm unless terminated earlier by the Firm at its sole discretion.

Your internship may be extended for further periods as mutually agreed between you and the Firm.

Subject to clause A1, you shall be entitled to a stipend of Rs. **20,000** per month. The Details of your mentor, internship project and HR Business Partner will be communicated closer to your date of commencement of internship.

The terms and conditions of your internship with the Firm shall be as follows along with the terms and policies mentioned in the training deck shared with you:

A. Miscellaneous

1. Taxation

The stipend payable by the Firm to you shall be subject to deduction of withholding taxes and/or, any other taxes under applicable law. All requirements under Indian tax laws,

KPMG Assurance and Consulting Services LLP, an Indian limited liability partnership and a member firm of KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee

KPMG (Registered) (a partnership firm with Registration No. BA-62445) converted into KPMG Assurance and Consulting Services LLP (a Limited Liability Partnership with LLP Registration No. AAT-0367), with effect from July 23, 2020

Registered Office:
2nd Floor, Block T2 (B Wing)
Lodha Excelus, Apollo Mills
Compound, N M Joshi Marg,
Mahalaxmi, Mumbai - 400 011

including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

2. Confidential Information

2.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Firm shall include: -

(i) trade secrets,

(ii) lists or details of its suppliers and/or their services, customers and/or the services to them including their terms of business,

(iii) prices charged to and terms of business with clients,

(iv) marketing plans and revenue forecasts,

(v) any proposals relating to the future forecast of the Firm or any of its business or any part thereof,

(vi) details of its employees and officers and matters relating to their compensation/remuneration and other benefits paid or payable to them,

(vii) any Firm or client data/information/records, Firm policies and procedures, internal communications, databases, training materials, templates, emails, proposals, engagement letters, etc., information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Firm, any information given to the Firm in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and

(viii) any other information which is notified to you as confidential or which by its nature is confidential.

2.2 You shall not, either during your internship or at any time thereafter, except as required by law or otherwise specifically approved by the Firm in writing, use, divulge, copy, quote, refer or disclose to any third party or send, upload, transfer, transmit to yourself on any email address, including by use of official and/or personal email account, external storage devices (e.g. USB, flash drives, SD card, external hard disk), upload on cloud storage (e.g. Google Drive, One Drive etc.), unofficial/unauthorized collaboration sites or third party messaging applications (e.g. WhatsApp, Telegram etc.) or in any other

manner whatsoever, any sensitive and/or Confidential Information, whether in whole or in part, which may have come to your possession or knowledge at any time during the course of your internship with the Firm. Any non-compliance of this obligation shall be construed as a misconduct as per the policies of the firm and shall be subject to the Firm's disciplinary process. You shall also ensure that you comply with all Firm policies at all times in this regard. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence, or fault.

B. Termination

1. Without Cause

1.1 During the Internship Period, the Firm may terminate this Agreement without assigning any reasons upon fifteen (15) days prior written notice or payment of stipend (as applicable) in lieu thereof, at the discretion of the Firm.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Firm shall be entitled to terminate this Agreement, without notice and with immediate effect, and with no liability to make any further payment to you (other than in respect of amounts accrued due at the date of termination) in the event you:

(i) Fail to satisfactorily complete, the Firm's background screening procedures
(ii) are found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Firm's business; or
(iii) are found to have engaged in any other act or omission, inconsistent with your duties; or
(iv) are found to have engaged in any breach of this Agreement, or the Firm Policy (including code of Conduct) or lawful orders given to you by the Firm;
(v) are convicted of any criminal offence; or,
(vi) are found to have engaged in unauthorized absence beyond a period of seven (7) days.
(vii) Have breached any of your obligations hereunder.

2.2 Indemnity

You acknowledge and agree that you shall indemnify and keep the Firm indemnified at all times from all losses, costs, expenses and damages caused to or incurred by the Firm directly or indirectly due to any breach of the terms of your internship.
In addition to the above, in case of breach of any of the obligations relating to confidentiality intellectual property rights, the Firm will be entitled to obtain appropriate injunctive relief or other equitable remedies against you.

The above rights of the Firm are not the sole and exclusive remedy and are in addition to any other rights the Firm may have either under law or in contract or by operation of any other policy/document.

2.3 Provisional Offer

In accordance with the policy, this offer is conditional on receiving and being satisfied, with the background checks as per the Firm's policy.

The present internship is offered to you on the basis of the information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been concealed/withheld/suppressed by you, it shall constitute a breach of the Firm's code of conduct and the Firm shall be entitled to terminate your internship with immediate effect without notice and with no liability on the Firm to make any further payments to you as applicable (other than in respect of amounts accrued due at the date of termination).

The internship offer is also subject to your eligibility to work in India. It will be your responsibility to ensure that you continue to be eligible to work in India during the course of your internship.

3. Return of Property

3.1 For the purposes of this Paragraph B.3, Property means keys, mobile phone, computer equipment, security access cards, all Confidential Information, lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your internship.

3.2 You shall promptly, whenever requested by the Firm and in any event upon receipt of notice of termination or termination of internship under this Paragraph B, deliver to the Firm all Property and you shall not retain any copies thereof. All title and intellectual property rights in the Property shall vest with the Firm.

C. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India and the Court of New Delhi shall have exclusive jurisdiction. The invalidity or

unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Firm on or before **24-December-2023** failing which, this offer stands automatically withdrawn by the Firm without any further notice to you.

D. Miscellaneous

1. Entire Agreement:

This Agreement constitutes the entire agreement between you and the Firm with respect to the subject matter hereof to the exclusion of all other prior agreements, arrangements or understandings and assurances between the parties to this Agreement, relating to such subject matter either written or oral. Should any terms of this Agreement conflict with any of the terms of the Firm's policy, the terms of the Firm's policy shall prevail.

2. Waiver:

No failure or delay on the part of any party in exercising any right or power under this Agreement shall take effect as a waiver of such right or power under this Agreement.

3. Survival:

Upon termination of this Agreement those sections that by their nature are intended to survive termination, rescission or expiration of this Agreement shall so survive, unless otherwise indicated in this Agreement.

Yours sincerely,
for **KPMG Assurance and Consulting Services LLP**

Mohit Sharma
Human Resources - Head-Talent Acquisition

Internship Offer - Ansh Agarwal

Hey Ansh,

Congratulations! We are delighted to offer you an internship at **Iterate AI**.

We were impressed by your assignment quality and after interviewing multiple candidates, we believe that you will be a great addition to our team.

Details:

Role	Full Stack Developer
Duration	3 months (extendible)
Starting Date	01/01/2024
Location	Remote
Stipend	25,000 INR per month

During this internship, you will gain hands-on experience in full stack development, working closely with Saksham Aggarwal on various projects.

Please review this internship offer, sign, and return it by **02/01/2024**
We look forward to you putting the best work of your life while working with us.

Best regards,

Shubhram Bhattacharya
Co-Founder and CEO,
Iterate AI Technologies Inc.

Candidate Signature:

Candidate Name: Ansh Agrawal

Date: **02/01/2024**

Congratulations!!!!!

Welcome to the super energetic team at Revvlocity!! We are excited about this engagement and look forward to our mutual contribution to achieving your personal and professional goals. We assure you a Lifetime Experience @Revvlocity, where the sky's the limit for almost anything that will make you better each day - Performance, Learning, Sharing, Coaching, Client handling, and many more.

On a formal note-

It gives me great pleasure to welcome you as an **Intern** to our organization.

The stipend break up will be as follows:
Stipend: INR 20,000/- per month
Transportation: 2,500/- Per Month

You will be working with us as an intern for a minimum of 6 months from the date of joining, based on your performance and successful completion of the internship as per company standards, your association with us will be converted to permanent employment.

Kindly give your confirmation over an email and your date of joining would be **17th June 2024**.

Request you to report office at **06:00 PM** on **17th June 2024.** Any changes in the joining date will be informed beforehand.

Kindly submit a *soft copy* of the following documents at the earliest:

- Passport size picture 3.
- Canceled Cheque
- Aadhar Card*
- Pan Card*
- Passport (Optional)

MWIDM India Private Limited

Letter of Intent

Dated: Nov-30-2023

To,
Rohit Sahni
Mohali

Dear Rohit,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of **"Trainee – US Recruitment"** with our organization. Your date of joining will be **8-Jan-2024.** Your place of posting would be at **Mohali.**

You are requested to join us on **8-Jan-2024**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
3. Copy of Graduation/Post Graduation Degree/Certificates
4. Five recent passport size photographs (Self)
5. ID Proof (Mandatory - PAN Card, Optional - Driving License)
6. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 15000 (Rupees Fifteen Thousand Only)** Per Month.

For MWIDM India Pvt. Ltd. **Accepted**

Neha Sharma

HR and Operations **( )**

Astha Sharma

Jaypee Institute of Information Technology, Solan
astha.shrma08@gmail.com
7876741137

4-December-2023

Dear Astha,

We are pleased to inform that you have been shortlisted for the position of an **Analyst.**

Your annual gross salary inclusive of allowances shall be INR 6,00,000 (Six Lacs only). You will also be entitled to a performance bonus as per the Firm's compensation policy and at the sole discretion of the firm.

Any additional bonus entitlements will be detailed in your employment contract.

All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

Upon joining you would be required to structure allowances to be chosen out of the allowances / perquisites detailed in the People Handbook.

Your employment shall be subject to issuance of the employment contract and positive background checks conducted by us and is also conditional upon your satisfactory performance and the successful completion of the course/internship (as applicable) that you are currently undergoing. The terms and conditions of your employment will be as stated in the employment contract (which will be handed over to you on the date of your joining) and the People Handbook and any subsequent amendments thereto. Please see the attached annexure to help you understand the independence requirements.

This offer is contingent on your satisfactory performance and successful completion of your internship (as applicable) with us to our satisfaction and subject to issuance of the employment contract from the Firm and we shall be working together to determine an appropriate date of joining and work location (basis business requirements). This offer is valid till **6-December-2023,** unless extended in writing by us. You are requested to confirm acceptance of this offer by the date mentioned above. Should we not receive a confirmation from you by the above-mentioned date, the offer will automatically stand withdrawn.

Yours sincerely
For **KPMG Assurance and Consulting Services LLP**

Mohit Sharma
Human Resources

Sonam Pelzom

Jaypee Institute of Information Technology, Solan
sonampelzom84@gmail.com
6230516854

4-December-2023

Dear Sonam,

We are pleased to inform that you have been shortlisted for the position of an **Analyst.**

Your annual gross salary inclusive of allowances shall be INR 6,00,000 (Six Lacs only). You will also be entitled to a performance bonus as per the Firm's compensation policy and at the sole discretion of the firm.

Any additional bonus entitlements will be detailed in your employment contract.

All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

Upon joining you would be required to structure allowances to be chosen out of the allowances / perquisites detailed in the People Handbook.

Your employment shall be subject to issuance of the employment contract and positive background checks conducted by us and is also conditional upon your satisfactory performance and the successful completion of the course/internship (as applicable) that you are currently undergoing. The terms and conditions of your employment will be as stated in the employment contract (which will be handed over to you on the date of your joining) and the People Handbook and any subsequent amendments thereto. Please see the attached annexure to help you understand the independence requirements.

This offer is contingent on your satisfactory performance and successful completion of your internship (as applicable) with us to our satisfaction and subject to issuance of the employment contract from the Firm and we shall be working together to determine an appropriate date of joining and work location (basis business requirements). This offer is valid till **6-December-2023,** unless extended in writing by us. You are requested to confirm acceptance of this offer by the date mentioned above. Should we not receive a confirmation from you by the above-mentioned date, the offer will automatically stand withdrawn.

Yours sincerely
For **KPMG Assurance and Consulting Services LLP**

Mohit Sharma
Human Resources

Sonam Pelzom
04/12/2023

Ref. No: HRD/IFSPL/OL/2023/224 **Date: 18-March-2023**

Letter of Intent

To
Varidhi Sharma
varidhishama012@gmail.com
8219708503
Mohali

Dear Varidhi,

I am pleased to inform you of our intent to appoint as a US IT trainee within Infostride INC. We believe she possesses the potential to contribute significantly to our team and benefit from our training program.

During the training period, from tentative start date Monday – March 25th, 2024, you will receive hands-on experience and mentorship across various departments. Formal terms will be outlined in a separate agreement.

We look forward to welcoming Varidhi Sharma and fostering his professional growth within our organization.

Your work location: Mohali, Punjab

Shift Time: 6:00 PM – 3:00 AM IST. Management holds the right to change your shift as per the business needs.

During the internship duration of 3 months, your stipend will be INR 18,000 (Rupees Eighteen Thousand Only) Per Month.

innostax

Personal & Confidential

Medhavi Singh

Address- House No- 12-13, L2
D-Block, Mohan Garden,
Uttam Nagar, West Delhi,
Delhi - 110059

Date: 21-May-24

Dear Medhavi,

Intent Letter for the Position of Associate Software Engineer

We are pleased to offer you the position of Associate Software Engineer with INNOSTAX SOFTWARE LABS PVT. LTD. (hereinafter referred to as Company) posted at Gurgaon or at a location as may be specified by the company in future, subject to terms & conditions and including all company policies.

We would like you to join us on **10th June '2024**. Please sign the copy of this letter as a token of your acceptance of the terms and conditions stated herein.

TERMS & CONDITION

1. As per the company's policy, you are required to sign a standard Non-disclosure Agreement at the time of Joining, to protect disclosure of Company's classified/proprietary information.
2. Your estimated cost to the company shall be INR 4,85,180. Company shall introduce a performance bonus which shall be governed by the company's policy. The components of your CTC are provided/detailed in Annexure-2 and would be governed by the company's policies, as amended from time to time.
    - In addition to the salary components indicated in the Annexure-2, you shall also be entitled to the following benefits as per applicable company policies and rules during your tenure with Innostax. Bonus will be dependent on parameters that the company will determine from time to time.
    - Performance Bonus mentioned in Annexure-2 are average amounts for your band, actual amount can be lower or higher based on your performance and the company's performance. As per the company policy and the Performance Management system- 90% employees are eligible for bonus, least effective performers(10% employees) may not get any bonus.
    - Bonus is paid on a financial year and shall be paid in two installments- April and October provided you are on the continuous employment of the company and not serving the notice period.
3. Your initial place of work will be Gurgaon. However, your services are transferable, and you may be transferred/assigned after reasonable notice, to any location in India or abroad where INNOSTAX conducts business. While on transfer you will be governed by the rules, regulations and condition of service of that location and laws prevalent in territory of location.
4. You will also be reimbursed business related expenses incurred in accordance with relevant company policies, as applicable from time to time. The specific amounts for these expenses will

Agreed & Accepted

Salil

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depend on the nature and scope of your duties. OR You shall be entitled to reimbursement of those business expenses which are approved by the Company. The business related expenses shall be reimbursed to you upon furnishing of valid receipts.

5. You shall be required to provide the company all the documents and information as set forth under Annexure 1 of this offer letter.
6. You shall be entitled to Thirty Two working days leave per annum subject to prior approval by the company and as per Innostax leave policy. Accumulation/ Carry forward/ Encashment of leave will be governed as per the existing company policy.
7. During the probation period, Innostax may terminate the employment anytime without any advance termination notice to you. However, you are required to serve Innostax one month's advance notice before terminating your employment. After confirmation of services, either party may terminate the employment by giving a minimum of three (3) month's notice to the other party. In case of performance related issues for confirmed employees, the company will provide a fair opportunity in the form of a performance improvement plan of 15 days. However, if there is no significant improvement, Innostax reserves the right to terminate employment immediately without any further notice.
8. Your relieving from the services of the company would be contingent upon successful serving of the full and complete notice period, handing over your charge to next incumbent or reporting officer, handing over of confidential/proprietary information and assets of the Company (if in your possession) and after full and final settlement of your account with the Company. Failing to do so would entitle the company to recover from you the damages for all losses caused due to any shortfall in serving of the full and complete notice period or for not handing over assets of the Company. The company in addition to its rights to recover damages will not furnish a relieving letter in case of shortfall in the notice period unless such shortfall has been signed off by the appropriate/authorized person in the company. In exceptional situations the company reserves the right to waive off notice period as its sole discretion.
9. INNOSTAX reserves the right to terminate your employment without notice on grounds of breach of policy, breach/non-compliance of terms and conditions of your employment, breach of NDA or provisions of HR Manual, misconduct, indiscipline or insubordination, or where your performance has been found to be unsatisfactory.
10. Absence for a continuous period of 5 days without prior approval of your supervisors shall be treated as serious breach of your employment terms and the Company shall be entitled to and well within its right to terminate your service without notice.

WHILST OF THE COMPANY

1. While in employment of the Company/Innostax, you will not be permitted to undertake any other full time or part time employment with any other establishment/organization or engage in any external activities of a commercial nature, without prior written approval from Innostax.
2. You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the company appraisal system.

Agreed & Accepted

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3. Except in the ordinary course of your employment you shall not divulge to any third party any information regarding the affairs or business matters of the company or information regarding its clients. All information that comes to your knowledge by reason of your employment with the company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of Company policy.
4. You confirm that there is no litigation/ conviction against you before any court of law which involves any criminal offense or offenses involving moral turpitude. You further confirm that there is no litigation pending against you, the final outcome of which is likely to impact your employment with the Company and which may have adverse repercussions on the company's business interests.
5. You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all company policies and procedures.
6. In the event you resign from the services of the company or your employment with the company is terminated for any reason whatsoever within 12 months of your date of joining the company, you will be required to refund all relocation and related expenses, expenses incurred by Company on your specialized training (if any), notice period buy out reimbursement, if any that may have been paid or reimbursed to you by the company.
7. The company shall, at its discretion conduct background verification, medical check. In the event the results of such background/ reference check are unsatisfactorily on any account, the company may, in its sole discretion, revoke this offer at any time. In the event such unsatisfactory results are known subsequent to your joining, your employment may be immediately terminated, at the sole discretion of the Company.
8. You are required to submit your relieving letter in original form from your previous employer (if applicable) within 45 days of your joining the company, failing which your employment with the company shall be liable for termination without prior notice.
9. All the terms and conditions will be governed by the company's policies, as amended from time to time, and the company may in its sole discretion as it deems fit revoke or change such policies.
10. You will be on probation for a period of Six months from the date of joining or as recommended by your reporting manager. The said probation period may be extended for a further period of one (1) month. While on probation, your service may be terminated by the Company without any advance notice. On satisfactory completion of the probation period, your service will be confirmed in writing for regular/confirmed employment with the company. However, while serving the Company as confirmed employee, your employment may be terminated after serving advance 03 months of Notice Period. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

Warm Regards,
For Innostax Software Labs Pvt. Ltd.

Chief Executive Officer
Sahil Khurana

Agreed & Accepted-
Date-

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ANNEXURE 1

Listed below are the documents that you need to furnish(in photocopy) at the time of joining-

1. All educational documents (10th, 12th, Graduation, PG)
2. Identity Proof
3. Aadhar card (mandatory submission)
4. Permanent Address Proof
5. Correspondence / temporary address Proof
6. 2 copy of Passport size photograph
7. Offer Letter of previous Employers (if any)
8. Experience Certificate of previous Employers (if any)
9. Salary Slips of Current & Previous employer (if any)
10. Canceled Cheque / Bank Passbook
11. Updated CV
12. Covid-19 Vaccination Certificate

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ANNEXURE- 2

Name- Medhavi Singh

Designation- Associate Software Engineer

Section A - Fixed	Monthly	Annual
Basic	16,667	200,004
HRA	8,334	100,008
Fixed Allowance	5,483	65,796
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Deduction		
PF(Employer+employee)	0	0
Medical Insurance	281.3	3375.83
Gross	33,334	400,008
Section B: Variable		
Gratuity		9,616
Annual Leave Encashment**		35,556
	Outstanding Performance (Rating Scale- 5)	*Excellent Performance (Rating Scale- 4)*
Individual Performance Bonus	40,000	25000
Total Annual Earning Potential A+B	4,85,180	

Terms & Conditions-

1. All remunerations are subjected to the Indian tax laws, Gratuity Act 1972 and company employment rules.
2. Matter of your Compensation is highly confidential information and your compensation is unique to you. Any discussion or disclosure of your compensation with anyone other than HR will be considered as breach of agreement by you and can result in disciplinary actions.
3. Annual Leave encashment shall be paid as per the leave policy of Innostax.
4. At the time of variable payments, you should be on the continuous employment of the company and not serving the notice period.

For INNOSTAX
Sahil Khurana (CEO)

Agreed and Accepted

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World Trade Center, Tower 3,
Kharadi
Pune 411014 (MH)
T | +91 20 6739 5000
F | +91 20 6739 5001
www.zs.com

December 21, 2023

CONFIDENTIAL

Siddharth Kuthiala
Flat no.6, Block no.18, Himuda Colony, Kasumpati, Shimla, Shimla, Himachal Pradesh - 171009

Subject: Letter of Intent

Dear Siddharth

This letter is to notify you that you have cleared the interview process for the position Business Technology Solutions Associate in our organization. Your annual compensation will be INR 13,65,600, which includes performance bonus, joining bonus and relocation (subject to eligibility) and other terms of appointment will be more clearly described in your offer letter to be released.

Your offer letter would be subject to fulfillment of following terms & conditions:

- Your meeting with the ZS Associates, India requirements for the said positions; and
- Verification of your credentials, testimonials and other particulars mentioned/ submitted by you with your application. The Offer release will be contingent upon successful verification of your documents that will be submitted by you

Kindly acknowledge the receipt of this letter by returning a duly counter-signed copy within 2 days of the receipt failing which it would be deemed that you are not interested in pursuing this opportunity further.

This communication is only an intimation of completion of initial selection process and is not an offer of employment or any promise of offer of employment by ZS Associates India Private Limited.

For **ZS Associates India Private Limited**

Ashish Bhambri
Director of Recruiting

I Siddharth Kuthiala have read and understood the contents of the letter above and the same are acceptable to me.

Signature of the candidate

Address: Flat no.6 Block no.18 Himuda Colony, Kasumpati, Shimla, Himachal Pradesh-171009

Date: 22/12/23

FUTURZ STAFFING SOLUTIONS PVT. LTD.
Committed to Service. Committed to You.

DEPUTATION LETTER

01-Apr-2024
Manav Modi
WCFPNO2051
Executive
Ward No 14, Sailan Talab, Udhampur, Jammu and Kashmir-182101

Subject: Deputation Letter

Dear Manav,

We are glad to inform you that you have been deputed to **Ludhiana** with **Instakart Services Private Limited (White Colar)** hereinafter referred as **"Client"**, effective **01-Apr-2024**, for a specific assignment valid till **31-Mar-2025** and after the completion of this assignment your work shall automatically resume to our principal place of business as per the terms of the appointment letter dated **01-Apr-2024**. All the other terms and conditions of your appointment **01-Apr-2024** remain unaltered.

During the period of your association with the client, you will be bound to abide by and adhere to the policies, rules, and regulations of the client from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the client and you shall be abiding the same.

We take this opportunity to wish you every success in your assignment.

Thanking you,

Yours faithfully,

For Futurz Staffing Solutions Pvt. Ltd.

FUTURZ STAFFING SOLUTIONS PVT. LTD. INDIA

Authorized Signatory

I accept:

Signature and Date

FUTURZ STAFFING SOLUTIONS PVT. LTD.
Committed to Service. Committed to You.

01-Apr-2024

OFFER CUM APPOINTMENT LETTER

Manav Modi
WCFPNO2051
Ludhiana

Dear Manav,

Further to your application and subsequent discussion for employment with us, we are pleased to appoint you as **Executive** effective **01-Apr-2024** and valid till **31-Mar-2025** on the following terms & conditions.

1. **POSTING**

- You will be deputed to Client location under this Contract. The terms of employment is exclusively with Futurz, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

- During the course of your contract, you can be transferred to a location within the territory of India as and when required by Futurz for rendering the services under this contract

2. **CO - TERMINUS:**

- Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be co - terminus with the project / work.

3. **DUTIES**

- You shall devote your time, attention and ability towards company and shall perform such duties and exercise assigned to you from time to time by the management. You shall also comply with orders, directions, and regulations as laid by the management.

- Your Services are liable to be transferred/ deputed part or whole time to any company, section, subsidiary or associated concern.

- You are required to be flexible and to undertake all duties associated with your role. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Management decision in this regard would stand final and abiding.

4. **CONFIDENTIAL INFORMATION**

- Any information you obtain from time to time regarding processes, methods, client information, business practice, etc., should be treated as being of the utmost confidential.

5. **EXTENSION:**

- Unless otherwise notified to you in writing this contract of employment would be valid for the duration mentioned in first clause of this letter. This contract may be considered for an extension depending on the client and Futurz's requirements. The extension of contract period would be considered on fresh terms as agreed between you and Futurz through a separate mutually executed contract of employment. Futurz shall inform you in writing of the extension requirements.

6. SERVICE RULES, DISCIPLINE AND GRIEVANCES

- During your employment with us, you will not be associated yourself with such activities, as in the opinion of the Management will be harmful or detrimental to the interest of the company.

- You will be abide the rules and regulations, which are in force and also by any additions and/or the amendments that may be bought into force thereto and rule governing business conduct and secrecy as decided from time to time by the Management.

- It is understood that this employment is being offered to you on the basis of particulars submitted by you in Application of Employment. However, if any time it should emerge that the details provided by you are false/ incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated immediately without notice after giving you an opportunity, in accordance with the disciplinary action against you for the same.

- Nothing contained herein constitutes a guarantee of employment. Your performance shall be subject to the appraisal by the company. Company reserves the right to terminate your employment on grounds of performance not being up to expected standards.

- You will be paid pro rata daily wages only for the days that you report for work. You will not be entitled to any wages for the days that you have not worked, whatsoever the reason be including but not limited to Government restrictions/ civil / social disturbance.

- You will comply with all the instructions, guidelines or policies, processes or practices of the client on health, safety and security which may be in force from time to time during the tenure of your employment.

7. TERMINATION & SUSPENSION:

- At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

- During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, Futurz or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. Futurz reserves all such right to withheld full or a portion of your salary during such suspension period.

8. PERIOD OF SERVICES AND NOTICE PERIOD PAY.

- During the period of your engagement your services can be terminated by either side by giving 30 days or 30 days' pay in lieu thereof at company direction.

- In case of notice pay take over, the same will be recovered if you leave the company before completion of the notice period.

9. CODE OF CONDUCT:

- You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

10. **HOLIDAYS:**

- You will be entitled to paid holidays in a year as notified by the company from time to time.

11. **BACKGROUND VERIFICATION:**

- The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

12. **ABSENTEEISM:**

- You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

13. **DEEMED CANCELLATION OF CONTRACT:**

- The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

- You shall report to work on **01-Apr-2024** at the clients place.

14. **STRICT "NO TOBACCO & ALCHOHOL POLICY"**

- You shall not work / enter the premises under the influence of alcohol, consume or possess any sedative substance and shall restrict from consuming paan, gutka and tobacco in any form. If found consuming or possessing such restrictive items, management shall take necessary disciplinary action which may lead to termination also.

You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the Company and you shall be covered under them. Please note that upon your acceptance of this offer, this appointment letter shall supersede all prior, oral or written agreements, commitments, understanding or communications either formally or informally, in regards to the subject matter.

Any variations of the above terms and conditions will not be valid until expressly made in writing by the company.

I have been explained/ read/understood/ the above terms & conditions and agree to abide by them.

For Futurz Staffing Solutions Private Limited

Authorized Signature
Sindhu.K

ANNEXURE BREAK UP

EMPLOYEE ID : WCFPNO2051
ASSOCIATE NAME : Manav Modi
DESIGNATION : Executive
DATE OF JOINING : **01-Apr-2024**
CONTRACT VALID TILL : **31-Mar-2025**

Particulars	MONTHLY AMOUNT	YEARLY AMOUNT
Basic	12414	148968
House Rent Allowance	4966	59592
Special Allowance	5591	67092
Special Wages	0.00	0.00
Employer PF Contribution	1950	23400
Employer ESIC contribution*	0.00	0.00
LWF	20	240
Insurance	100	1200
Total Amount (CTC)	**26075**	**312900**
Net Pay Annexure		
EARNINGS	**MONTHLY AMOUNT**	**YEARLY AMOUNT**
Basic	12414	148968
House Rent Allowance	4966	59592
Special Allowance	5591	67092
Special Wages	0.00	0.00
Advance Statutory Bonus	1034	12408
Gross Earnings	**24005**	**288060**
DEDUCTIONS *		
Employee PF	1800	21600
Employee ESIC*	0.00	0.00
Professional Tax*	200	2400
LWF	5	60
Total Deduction	**2005**	**24060**
Net Salary	**22000**	**264000**

*** Professional Tax & LWF will be deducted as per state norms.**

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Offer Letter

Date - 1st November 2023

Suditi Rathore
Shimla- HP

Dear Suditi,

It is our pleasure to offer an employment to you with Simplify Growth Research & Consulting Private Limited., a subsidiary of Phronesis Partners Pte Ltd. Your employment with us will commence from the **date of your joining i.e., 5th February 2024 at 11.30 AM.**

You are appointed to the position of **Research Associate – Primary Research** and your starting annual remuneration will be Rs.**4,50,000**/- (Four Lakh and Fifty Thousand only). the detailed break up is mention in Annexure-A.

You will be on a probation for a period of three (03) months after commencement of your employment. Your employment with the company will be confirmed at the end of your probation period subject to your performance being satisfactory.

Your employment with the Company will be governed by the terms and conditions of the "Employment Contract" provided to you at the time of joining. You are required to submit all the documents as mentioned in Annexure-B to complete the Joining process.

This offer is valid subject to successful background verification, which would require your specific consent. By accepting this offer, you agree for the same.

On behalf of team, I welcome you to Phronesis Partners group.

With Best Regards,

Anuj Vashishth
Associate Vice President & Head HR

Annexure –A

Salary Details

Name **Suditi Rathore**

Designation **Research Associate – Primary Research**

Location **Noida**

Salary Components	**Monthly** (INR)	**Yearly** (INR)
A) Monthly Components		
Basic Salary	18750	225000
HRA	9375	112500
Additional Allowances	1875	22500
B) Other Components		
Performance Incentive (For 4 Quarters) *	3333	40000
Annual Performance Bonus**	4167	50000
Total	**37500**	**450000**

***Performance incentive is payable on Quarterly basis and is subject to your KRA/performance ratings.**
****Upon satisfactory performance of services for an entire period of 12 months following the commencement of your employment with Company ("the annual Performance Bonus Period") and subject to 70% annual KRA rating you will be eligible for Annual Performance bonus, subject to any deductions and withholding, as applicable. Annual Performance bonus will be payable after thirty (30) days of completion of the Retention Period, provided that, you must be employed at Company at the time the bonus is to be paid. To clarify, if the employee serves notice to resign from the employment of Company within thirty (30) days after completion of Retention Period, the company shall not be liable to pay the Annual Performance bonus**

For Simplify Growth Research & Consulting Private Limited

Anuj Vashishth
Associate Vice President & Head HR

Note: The information contained is strictly confidential & is NOT to be shared without prior written permission from the company.

Annexure –B

NEW JOINER DOCUMENTATION CHECKLIST

LIST OF DOCUMENTS	
DOCUMENT	STATUS
Last Employer's Details	
Appointment Letter of current company	
Last 3 months' salary slips*	
Resignation Acceptance*	
Relieving Letter(Current/Last Company)*	
Educational Qualifications	
10th Pass Certificate ☐ Mark-sheet ☐*	
12th Pass Certificate ☐ Mark-sheet ☐*	
Graduation Degree ☐ Mark-sheet ☐*	
Post-Graduation Degree ☐ Mark-sheet ☐ (if applicable)	
Personal Identification & Residence Proofs	
ID Proof - Voter's Id/Driver's License/Aadhar Card* (any one)*	2 copies
PAN Card*	2 copies
Residential Proof – Phone Bill/Bank Statement/Rent Agreement (any one)*	
Passport	
3 Passport Size Photos*	

WISSEN RESEARCH
EMPOWERING INNOVATION

OFFER LETTER

Date: May 1st, 2024

Sub: Offering a role at our organization

Dear VEDANTA KOUL (201464)
Email Id: vedanta619@gmail.com

Congratulations!
We are delighted to provide you with a position at **Wissen Research Pvt. Ltd**. with the title Intern – Operations, effective from May 06th, 2024 at **World Tech 67, ITC- 10, Sector 67, Floor No. 2nd Mohali Punjab – 160062.**

- **Internship Period**: The first three (6) months of your employment will be considered as an internship.
- **Full-Time Role**: Upon successful completion of the internship, and based on performance evaluation, you will transition to a full-time role with Wissen Research Pvt. Ltd

Compensation Package:

WISSEN RESEARCH
EMPOWERING INNOVATION

- Internship Period: 1.80 LPA
- Full-Time Role: 3.00 LPA

You agree to serve the organization for minimum of 2 years from the date of your joining i.e., May 06th, 2024.

Kindly provide the scanned copies of the documents listed below over the email, before your joining date:

1. Educational Certificates (10th, 12th, Graduation/ Post Graduation)
2. Aadhar Card (front & back)
3. PAN Card
4. One passport size photo
5. Provisional Degree/Certificate from the college/ Last 3 semester's Mark-Sheets

Your offer has been made in reliance on the data you have provided. Therefore, the company reserves the right to withdraw the employment offer if any discrepancy is discovered in the copies of documents, certificates, or reference checks.
You shall receive the appointment letter once you are on-board as a full time employee.

Regards,

Rimgim Koul
Team Lead – HR Department
Wissen Research Pvt. Ltd.

Offer Letter

Date: Dec 11th, 2023
Ref. No. GB/OP-HR/RA-1314

Ishita Satija,
JUIT, Waknaghat

Dear Ishita Satija,

Congratulations!

We are pleased to extend the offer of employment to you on behalf of GreyB with location as **Mohali**, in the capacity of **Research Analyst.** You are expected to join us in the month of **Jan, 2024**. You will report directly to **Mr. Shikhar Sahni.**

Research Analyst Program: You will undergo 6 months of an analyst program from the date of your joining. And during the tenure of this program, you will be eligible to get a stipend of **INR 20,000 PM**.

After successful completion of your program, you will be absorbed into the permanent cadre with GreyB. Thereafter, your CTC shall be **INR 7 Lac** including a 1 Lac fixed Loyalty Bonus (refer to Annexure I).

Your performance will be reviewed, on a regular basis, to assess your suitability. You shall receive your payments on or before the 7th of each month. You are entitled to 18 days leave, for the current year, calculated @ 1.5 days for every completed month of service.

This offer shall stand canceled, automatically, should the information provided, by you, is found to be incorrect in any form and/or you fail to join, duty, on /before the pre-decided date. It shall be deemed that you have not accepted the offer, should the company not receive your response, in the affirmative, before **Dec 16th, 2023.**

GreyB looks forward to an enduring relationship with you.

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited.

Annexure I

GreyB Research Pvt. Ltd.	
	Annual INR
CTC details	
BASIC Pay	2,82,000
H.R.A.	1,20,000
TPT. Allowance	42,000
SPL. Allowance	1,56,000
Total	6,00,000
PF Employer Contribution (Optional)	0
Total Monthly CTC	**50,000**
Less :PF Employee Contribution (Optional)	0
Total Monthly in hand salary	**50,000**
Loyalty Bonus	**1,00,000**
Annual Salary	**7,00,000**
Breakup/Payouts - Loyalty Bonus	
Total amount paid after 1 year	**1,00,000**

*** TDS will be deducted as applicable**
****INR 200 will be deducted every month under Punjab State Professional Tax.**

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited

Annexure II

GreyB Research Pvt. Ltd.	
Additional Benefits	
Health and Wellness Plan	
Family Health Insurance (self + Spouse + kids) per individual	3,00,000
Accidental Plan	
Insured coverage	15,00,000
Weekly salary if in case complete bed ridden with prescriptions by doctor	10,000
Retirals	
Gratuity- payable on completing 5 years of continuous service with GreyB Research Pvt. Ltd as per the payment of Gratuity Act 1972	1,00,000 (amount starts adding from the very first month of 5th year)
Research Bonus	
Research Bonus comprises of money that company will spend on your research activities (patent filings) in one year. The purpose of this bonus is to foster creativity and innovation within the company. An employee is entitled to use this bonus only for protecting or implementing his/her invention conceived by him/her. Employee is not entitled to receive the bonus in cash.	

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited

Offer Letter

Date: Dec 11th, 2023
Ref. No. GB/OP-HR/RA-1312

Muskan,
JUIT, Waknaghat

Dear Muskan,

Congratulations!

We are pleased to extend the offer of employment to you on behalf of GreyB with location as **Mohali**, in the capacity of **Research Analyst.** You are expected to join us in the month of **Jan, 2024**. You will report directly to **Mr. Shikhar Sahni.**

Research Analyst Program: You will undergo 6 months of an analyst program from the date of your joining. And during the tenure of this program, you will be eligible to get a stipend of **INR 20,000 PM**.

After successful completion of your program, you will be absorbed into the permanent cadre with GreyB. Thereafter, your CTC shall be **INR 7 Lac** including a 1 Lac fixed Loyalty Bonus (refer to Annexure I).

Your performance will be reviewed, on a regular basis, to assess your suitability. You shall receive your payments on or before the 7th of each month. You are entitled to 18 days leave, for the current year, calculated @ 1.5 days for every completed month of service.

This offer shall stand canceled, automatically, should the information provided, by you, is found to be incorrect in any form and/or you fail to join, duty, on /before the pre-decided date. It shall be deemed that you have not accepted the offer, should the company not receive your response, in the affirmative, before **Dec 16th, 2023.**

GreyB looks forward to an enduring relationship with you.

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited.

Annexure I

GreyB Research Pvt. Ltd.	
	Annual INR
CTC details	
BASIC Pay	2,82,000
H.R.A.	1,20,000
TPT. Allowance	42,000
SPL. Allowance	1,56,000
Total	6,00,000
PF Employer Contribution (Optional)	0
Total Monthly CTC	**50,000**
Less :PF Employee Contribution (Optional)	0
Total Monthly in hand salary	**50,000**
Loyalty Bonus	**1,00,000**
Annual Salary	**7,00,000**
Breakup/Payouts - Loyalty Bonus	
Total amount paid after 1 year	**1,00,000**

*** TDS will be deducted as applicable**
****INR 200 will be deducted every month under Punjab State Professional Tax.**

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited

Annexure II

GreyB Research Pvt. Ltd.	
Additional Benefits	
Health and Wellness Plan	
Family Health Insurance (self + Spouse + kids) per individual	3,00,000
Accidental Plan	
Insured coverage	15,00,000
Weekly salary if in case complete bed ridden with prescriptions by doctor	10,000
Retirals	
Gratuity- payable on completing 5 years of continuous service with GreyB Research Pvt. Ltd as per the payment of Gratuity Act 1972	1,00,000 (amount starts adding from the very first month of 5th year)
Research Bonus	
Research Bonus comprises of money that company will spend on your research activities (patent filings) in one year. The purpose of this bonus is to foster creativity and innovation within the company. An employee is entitled to use this bonus only for protecting or implementing his/her invention conceived by him/her. Employee is not entitled to receive the bonus in cash.	

Yours sincerely,

Pooja Sehgal
Sr. Manager HR
GreyB Research Private Limited

RIA Advisory LLP
Unit 25, Building V-1, Mehra Industrial Compound, Sakinaka, Andheri - East, Mumbai - 400072
Email: hr_india@riaadvisory.com | www.riaadvisory.com

RIA ADVISORY LLP
INTERNSHIP AGREEMENT

This Employment Agreement is between you**,** the individual whose name and signature appears in the signature block of this Agreement ("you" or "Employee"), and RIA ADVISORY LLP. that maintains an address for business at Unit 25, Building V-1, Mehra Industrial Compound, Sakinaka, Andheri - East, Mumbai - 400072("RIA Advisory" or "Company").

This Agreement describes the commitments that the Company is making to you, and which you are making to the Company, with regard to your Internship at Ria Advisory. Please read this Agreement carefully and if it is acceptable to you, please sign where indicated below and return the signed version to RIA Advisory. Be sure to keep a copy of this Agreement for your records.

Please note, if this Agreement is pre-signed by the Company then the Company must receive your signed version of this Agreement within **two (2) business days** following the date of the Company's signature, below. If the Company does not timely receive a signed version of this document from you (fax or .pdf/email is acceptable), then the offer of internship described below will automatically expire and be revoked.

1. Position, Responsibilities, and Term of Internship:

1.1. Position. The Company hereby offers you a 12-weeks internship with the Company in the position of **Intern**, starting on **26th December 2023** ("Commencement Date") **until 19th March 2023**. During the term of your internship, you promise to use your best efforts to fulfill your job duties and, further, you promise to carry out your duties in a manner that meets or exceeds industry standards. You also promise to devote your full professional and business time and best efforts to gain knowledge and complete the assignments / project work for the Company, and to provide those services requested of you by the Company in a diligent and forthright manner.

1.2. *Exclusivity*. During the term of this Agreement, you will not engage in any other internship, occupation or business if that activity (i) impairs or is likely to impair your ability to perform your duties / assignments at RIA Advisory, or (ii) conflicts or competes with RIA Advisory's business interests, or (iii) actually requires you, or is likely to require you, to use or reveal, in part or in whole, any of RIA Advisory's confidential information or the confidential information of any of RIA Advisory's clients. If you have any questions about whether a particular business-related activity is permitted or not, you agree that you will ask the Company for its opinion on the issue before engaging in that activity. Further, you also agree not to acquire, assume, or participate in, directly or indirectly,

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any position, investment, or interest that is adverse or antagonistic to the Company, its business or its prospects, financial or otherwise.

1.3. *Confidential Information*. As part of your internship, you may be given access to certain information that is highly sensitive and confidential to the Company, as well as information that is confidential to the Company's clients. Such information may include, but may not be limited to, business plans, the Company's customer lists, internal memos, know-how, forecasts, pricing information, Company documents and memoranda, the Company's trade secrets, projects that are in various stages of development, as well as documents and data that are intended to support or otherwise be included in such projects (collectively, "Confidential Information"). Regardless of the form (*e.g.,* paper or electronic) or the means by which such information is given to you (*e.g.,* in writing, by email or orally), such information will be treated by you as Confidential Information.

1.3.1. You agree that you will not, during or after the term of your internship with the Company, disclose such Confidential Information, in whole or in part, to any person or entity (other than the Company) for any reason or purpose whatsoever. You also agree that you will not make use of any Confidential Information for your own purposes or for the benefit of any person or entity (except the Company) under any circumstances during or after the term of your internship.

1.3.2. You agree that you will not remove any Confidential Information from the premises of the Company, except as required in the normal course of your internship. In the event that you remove Confidential Information from the Company's premises, then you must ensure that at all times such information is stored in a password-protected and encrypted format. **You must immediately notify the Company if you know or have reason to believe that the security or integrity of the Company's Confidential Information has been compromised, or if such information has been lost, stolen or misplaced.**

1.3.3. Confidential Information will not include information and know-how that is in the public domain (provided that you were not responsible, directly or indirectly, for such information entering the public domain without the Company's consent). Also, you will have no obligation to keep confidential any information which the law requires you to disclose; however, in the event disclosure is required by law, you agree to provide the Company with prompt notice of such requirement prior to making any disclosure, so that the Company may seek an appropriate protective order.

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1.3.4. The terms of this Section 1.3 will survive the termination of this Agreement.

1.4. *Company Policies*. You agree to adhere strictly to all Company policies that the Company may implement from time to time, including without limitation all policies related to workplace safety and security, information technology policies, and employee conduct. Your failure to do so will be considered to be a material breach of this Agreement.

2. Restrictions:

2.1. *No Solicitation of Customers / Clients*. Except as noted below, during the term of this Agreement and for a period of twelve (12) months from the date of the termination of this Agreement (collectively, the "Restriction Period"), you will not solicit the customers, clients, or employees of the Company, except as necessary during your internship to perform your job functions under this Agreement, unless the Company's provides you with its prior written consent, which the Company may withhold for any reason. Without limiting the foregoing, during the Restriction Period you agree that you will not willfully canvas, solicit or accept any business in competition with the business of the Company from any customers of the Company with whom you had contact during, or of which you had knowledge solely as a result of, your internship with the Company. Relationships with clients that pre-date your internship with the Company are excluded from this provision. If you are terminated by the Company without cause during the term of your internship with Company, then the Restriction Period for above-described restrictive covenants shall be reduced to match the exact period of time that you were an intern with the Company. You understand and agree that the foregoing restrictive covenants are intended to restrict your ability to do business with the Company's customers and employees for a limited period of time; however, you are not restricted from generally working in the same industry or performing the same services as those you provide to the Company.

2.2. *No Curtailing of Business*. During the Restriction Period (as defined in Section 2.1 above) you will not directly or indirectly request, induce or advise any of Company's customers, suppliers, affiliates, or employees to withdraw, curtail or cancel their business relationship with the Company, or perform any business activity on behalf of such persons or entities unless such activity is sanctioned by the Company and is for the sole benefit of the Company. Further, during the Restriction Period, you will not induce or attempt to induce any employee of the Company to terminate his/her internship with the Company.

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2.3. *Business Relationships.* You understand and agree that any relationship or business the Company enjoys, solicits, or attempts to solicit, from prior, current or potential customers or solicited customers, which come to the attention of the Company during your internship, are opportunities belonging solely and exclusively to the Company. You shall not pursue such opportunities, directly or indirectly, unless such pursuit is for the sole benefit of the Company. You further agree not to, solely or jointly with others, undertake, participate in or join in the planning of any business or corporate opportunity that the Company had enjoyed, solicited, or attempted to solicit, from its prior, current or potential customers, without the Company's prior written consent.

2.4. *Equitable Relief.* You acknowledge that your services to the Company are of a unique character that give them a special value to the Company. You further recognize that violations by you of any one or more of the provisions of this Section 2 may give rise to losses or damages for which the Company cannot be reasonably or adequately compensated, and that such violations may result in irreparable and continuing harm to the Company. You agree that, in addition to any other remedy which the Company may have (including the right to withhold any payment of compensation under this Agreement and/or terminate for cause this or any other Agreement, such as any stock option agreement, between You and the Company), the Company shall be entitled to seek injunctive relief to restrain any violation, actual or threatened, by you of the provisions of this Agreement. The period of time applicable to any restriction in Section 2 will be extended by the duration of time in which you violated the restriction. During the Restriction Period, within five days after accepting any internship (part- or full-time), you will give written notice to the Company of the identity of your employer. We may notify such employer that you are bound by this Agreement and, at our election, furnish such your employer with a copy of this Agreement or the relevant portions of this Agreement.

3. Compensation:

3.1. *Salary*. This internship program is for your knowledge and experience only. **Hence the company will pay a stipend of ₹ 30000/ per month (INR Thirty Thousand per month) inclusive of TDS. The Company invests significant time, resources, and energy during this internship program to train you to the highest industry standards and expects your full reciprocation in terms of efforts and output.**

3.2. *Benefits*.

3.2.1. Personal Days / Sick Days. Personal days shall be taken at times mutually acceptable to the Company and to you. For sick leave you will need to inform

your reporting manager either the night before or by 10 am on the day you call in sick.

3.2.2. Expense Reimbursement. You shall not be entitled to receive reimbursement for any expenses incurred by you except the ones' in performing your duties for the Company; provided, however, that all such reimbursable expenses were pre-approved by the Company before they were incurred by you.

3.2.3. No Other Benefits. Unless specifically described in this Agreement, or as otherwise authorized in writing by the Company, you will not be entitled to or receive any other benefits under the terms of your internship with the Company.

4. Termination.

4.1. *Termination*. The Company may terminate this Agreement at any time for any reason, without prior notice to you. Similarly, you may terminate this Agreement at any time for any reason. If the Company terminates this Agreement without cause, it will endeavor, but shall not be obligated, to prove you with at least two (2) days prior written notice of such termination. Similarly, the Company requests that you provide the Company with four (4) days prior notice before terminating this Agreement.

4.2. *Post-termination Benefits*. Upon termination of this Agreement, unless otherwise required by law, all benefits provided to you under this Agreement shall immediately cease.

5. Ownership; Restrictions:

5.1. *Inventions*. You agree that every work of authorship, improvement, invention, process, apparatus, idea, concept, technique, method, design, code, model, and any other creation that you may invent, discover, conceive, produce or originate by yourself or in conjunction with any other person or entity during the term of this Agreement that is in the scope of your internship or which relates to the business carried on by the Company (collectively, "Works") shall be the exclusive property of the Company and, to the greatest extent possible, be considered a "work made for hire" for the exclusive benefit of the Company within the meaning of Title 17 of the United States Code. In the event that any portion of the Works, whether by operation of law or otherwise, cannot properly be deemed a work made for hire, you hereby immediately and automatically assign and transfer to the Company, at the time of the creation of the Works, without any requirement

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of further consideration, any and all right, title, or interest you may have in the Works, including any associated copyrights or other intellectual property rights in the Works. You agree to disclose to the Company every patent application, notice of copyright, or other action taken by you or any affiliate or assignee to protect intellectual property during your internship and in the twelve (12) months following the termination of internship at the Company, for whatever reason, so that the Company may determine whether to assert a claim under this Section or any other provision of this Agreement.

5.2 *Portfolio Rights*. You cannot and will not, without prior written approval from the Company, showcase, display or take credit for any work completed by or for the Company, regardless of the extent to which you or other employees or interns at the Company were involved in the creation of such work. In the event that we permit you to display any of the work on which you worked, then you shall showcase such work only within your personal portfolio (*i.e.*, www.employee/intern_name.com, CD-ROM, etc.) and not within a non-personal or commercial website (i.e., www.company_name.com), CD-ROM, portfolio, or any current or future business entity with which you have an affiliation.

6. Miscellaneous:

6.1. *Offset*. The Company will be entitled to offset against any and all amounts owing to you under this Agreement, the amount of any and all claims that the Company may have against you under this Agreement.

6.2. *Employee's Representations and Warranties*. You represent and warrant to the Company that the execution and delivery by you of this Agreement does not, and your performance hereunder will not: (a) violate any judgment, writ, injunction, or order of any court, arbitrator, or governmental agency applicable to you; or (b) conflict with, result in the breach of any provisions of or the termination of, or constitute a default under, any agreement to which you are a party or by which you are or may be bound.

6.3. Obligations Contingent on Performance. The obligations of the Company hereunder, including its obligation to pay the compensation described herein, are contingent upon your continued internship and your satisfactory performance of your obligations hereunder.

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6.4. *Waiver*. Neither the failure nor any delay by either party in exercising any right, power, or privilege under this Agreement will operate as a waiver of such right, power, or privilege, and no single or partial exercise of any such right, power, or privilege will preclude any other or further exercise of such right, power, or privilege or the exercise of any other right, power, or privilege.

6.5. *Binding Effect: Delegation of Duties Prohibited*. This Agreement shall inure to the benefit of, and shall be binding upon, the parties hereto and their respective successors, assigns, heirs, and legal representatives, including any entity with which the Company may merge or consolidate or to which all or substantially all of its assets may be transferred. Your duties and covenants under this Agreement, being personal, may not be assigned or delegated.

6.6. *Notices*. All notices, consents, waivers, and other communications under this Agreement must be in writing and will be deemed to have been duly given when (a) delivered by hand (with written confirmation of receipt) or (b) when received by the addressee, if sent by a nationally recognized overnight delivery service (receipt requested), in each case to the appropriate addresses set forth on the signature page hereto (or to such other addresses as a party may designate by notice to the other parties).

6.7. *Entire Agreement; Amendments*. This Agreement contains the entire agreement between the parties with respect to the subject matter hereof and supersede all prior agreements and understandings, oral or written, between the parties hereto with respect to the subject matter hereof. This Agreement may not be amended orally, but only by an agreement in writing signed by the parties hereto.

6.8. Governing Law; Venue. This Agreement will be governed by the laws of the state of Maharashtra without regard to conflicts of laws principles. The parties agree that all claims arising from or related to this Agreement shall be brought solely and exclusively in Mumbai.

6.9. *Section Headings, Construction*. The headings of Sections in this Agreement are provided for convenience only and will not affect its construction or interpretation.

6.10. *Severability*. If any provision of this Agreement is held invalid or unenforceable by any court of competent jurisdiction, the other provisions of this Agreement will remain in full force and effect. Any provision of this Agreement held invalid or unenforceable only in part or degree will remain in full force and effect to the extent not held invalid or unenforceable.

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6.11. *Counterparts*. This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same agreement.

6.12. *Waiver of Jury Trial*. The parties hereto hereby waive a jury trial in any litigation with respect to this agreement.

6.13. *Prevailing Party*. In the event that litigation is brought to enforce the terms of this Agreement, the party prevailing in any such litigation shall be entitled to an award of the reasonable attorneys' fees and costs it incurred in the action.

6.14. *Survival of Rights and Obligations*. All restrictive covenants imposed upon the Employee under this Agreement, including but not limited to covenants relating to confidentiality, ownership, and non-solicitation, shall survive the termination of this Agreement.

AGREED AND ACCEPTED:

Date: 15/11/2023

RIA Advisory LLP

Sameer Deo

Sameer Deo

Date: 15/11/2023

Intern: **Shambhavi Patial**

Shambhavi Patial

Intern's Signature
Intern's Contact: +91-8626883965

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SIGNATURE CERTIFICATE

REFERENCE NUMBER
E6EA54C7-D5F6-4B7A-AA73-EABD5919618E

TRANSACTION DETAILS	DOCUMENT DETAILS
Reference Number E6EA54C7-D5F6-4B7A-AA73-EABD5919618E	**Document Name** Internship Agreement Shambhavi Patial revised 15thNov23
Transaction Type Signature Request	**Filename** Internship_Agreement_Shambhavi_Patial_revised_15thNov23.pdf
Sent At 16/11/2023 09:10 IST	**Pages** 8 pages
Executed At 16/11/2023 14:43 IST	**Content Type** application/pdf
Identity Method email	**File Size** 206 KB
Distribution Method email	**Original Checksum** 8d9bc8264adccc5976810ca00daf6302fca006b66e478d58d3fc2a71d8dbf0a5
Signed Checksum 653faf7fa565590799387ef9171f9479c3100e551c08813dbfe442fb44b88f92	
Signer Sequencing Disabled	
Document Passcode Disabled	

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
Name Shambhavi Patial	**Status** signed	**Viewed At** 16/11/2023 14:29 IST
Email shambhavipatial@gmail.com	**Multi-factor Digital Fingerprint Checksum** e5c0583a99d9523d114c159e8cd99d31097fc1218efebe2b4b59878814ffd2df	**Identity Authenticated At** 16/11/2023 14:43 IST
Components 1	**IP Address** 110.224.67.234	**Signed At** 16/11/2023 14:43 IST
	Device Chrome via Windows	
	Drawn Signature 	
	Signature Reference ID 6A51CF78	
	Signature Biometric Count 7	

AUDITS

TIMESTAMP	AUDIT
16/11/2023 09:10 IST	HR India (hr_india@riaadvisory.com) created document 'Internship_Agreement_Shambhavi_Patial_revised_15thNov23.pdf' on Microsoft Edge via Windows from 114.143.139.102.
16/11/2023 09:10 IST	Shambhavi Patial (shambhavipatial@gmail.com) was emailed a link to sign.
16/11/2023 14:29 IST	Shambhavi Patial (shambhavipatial@gmail.com) viewed the document on Chrome via Windows from 110.224.68.234.
16/11/2023 14:43 IST	Shambhavi Patial (shambhavipatial@gmail.com) authenticated via email on Chrome via Windows from 110.224.67.234.
16/11/2023 14:43 IST	Shambhavi Patial (shambhavipatial@gmail.com) signed the document on Chrome via Windows from 110.224.67.234.

GEMINI SOLUTIONS
VISUALIZE SUCCESS

9th Oct, 2022

Dear **Vishruti,**

We are pleased to offer you the post of **Technical Trainee** with Gemini Solutions Private Limited as of **9th October, 2023** and you will report to us on **2nd January 2024, Tuesday** post which we shall make your final assignments. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the Board of Directors, or its authorized representative may from time to time require. You shall devote your full business efforts, time to the company, and agree to perform your duties faithfully and to the best of your ability. **You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.**

To address and appropriately deal with any instances or behaviour that comes under following clauses, Zero Tolerance Policy (ZTP) (which includes immediate termination) is applicable to all employees of Gemini Solutions:

a) Demonstrate non-professional behaviour/attitude towards customer/ clients.
b) Usage of profane, vulgar, or abusive language.
c) Offensive or inappropriate references to Race, Ethnicity, Religion, Gender, Lifestyle, Sexual Orientation, Disability and Age.
d) Consistent interruptions in a rude and sarcastic manner with client.
e) Unauthorized release of confidential information.
f) Inappropriate fraternization with clients.
g) Coming to work intoxicated or any disciplinary issues on the floor.
h) Extended unscheduled breaks, unapproved/ unscheduled leaves, reporting late to work etc.
i) Disparaging remarks about Gemini Solutions or Clients.

If the ZTP Committee decided to terminate the concerned employee immediately, then the standard full and final procedures are followed after the due consideration depending on seriousness of issue.

You understand and Agree that neither your job performance nor promotions, commendations, bonuses or the like from the Company give rise to or in any way serve as the basis for modification, amendment, or extension, by implication or otherwise, of your employment with the Company.

You will be compensated **Rs.15,500 (Fifteen Thousand Five Hundred only**) per month for the work performed during the training. You will be paid in accordance with the company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will be eligible for paid leave and paid holidays only as approved by your supervisor. The company will provide you with free Lunch and refreshments as additional benefit.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties

GEMINI SOLUTIONS
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I, **Vishruti** accept the salary and position offered to me by Gemini Solutions Private Limited.

Signature

Vishruti

Date: 12/10/2023

Registered Office: H-324, Gali No.-6, Raj Nagar-II, Palam Colony South-West Delhi-110077
Principal Place of Business: Plot No. 119, Udyog Vihar, Phase I, Sector 20, Gurugram, Haryana 122016
Branch Office: 8th floor, Anant Raj Techpark, Plot No. 1, Sector - 22, IT Park Rd, Panchkula, Haryana 134109
CIN No: U72900DL2014PTC344614, Phone No: +91 124 6266300, Email: info@geminisolutions.com

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Zscaler Softech India Private Limited
CIN: U72200KA2007PTC043114

February 13, 2024

Rohan Sood
Village post office Khopa
Khopa (1018)
Kangra, Himachal Pradesh, 176128
Mobile Number: +91 7347622357
Email ID: rohansood030@gmail.com

Dear **Rohan**,

Subject: Internship with Zscaler

This is in reference to your application to Zscaler Softech India Private Limited ("Zscaler" or "Company") regarding an internship position. We are pleased to offer you an internship at Zscaler. The internship training is subject to following conditions-

1) Your internship period will be of **6** months from the Start Date as mentioned in the Annexure-1 to the internship letter ("Internship Letter") and we will pay you monthly stipend of **INR 50,000.00** during your internship training at Zscaler.

2) Internship with the Company is subject to successful completion of a background check by an external background screening provider (Sterling Talent Solutions), as per Company's reasonable requirements. You shall receive a notification from Sterling Talent Solutions to provide necessary details required for background verification. The results of the background check will be determined by the Company in its sole discretion.

3) During your internship training period, you will be interning under the designated mentor and will be required to attend office from designated internship location and would be expected to carry out the assignments and tasks assigned to you sincerely.

4) In case you are offered employment by another organisation during your internship, you must communicate this to your mentor, and take prior approval to end this internship before the term set out in this Internship Letter.

5) It is clarified that you are not an "employee" or a "workman" for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by the Company upon completion of your internship.

6) At the end of the internship training period, you may be required to submit a copy of your project report with the Company as directed to you by your appointed mentor.

7) The internship location will be **Office - Mohali, India**. You will abide by the security procedures, Company policies, Code of Conduct and the rules and regulations of the Company.

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8) During your internship, in case you require to take leave for any personal emergencies, you would be required to take approval by your mentor prior to taking such leave.

9) During your internship, you can avail **one leave** per month, and such leave does not carry over to the next month. Any leave not taken during your internship will lapse and no payment in lieu of untaken leave will be made. You would be required to take approval from your mentor prior to proceeding on such leave.

10) Either party may terminate this Internship Letter by giving 2 weeks' notice in writing. The Company shall also be entitled to terminate your employment with immediate effect in accordance with the terms set out in Annexure - 1 to this Internship Letter.

Please acknowledge the receipt of this letter as a token of your acceptance for the terms and conditions mentioned under Annexure-1 of the internship training offered to you.

Regards,

Jay Chaudhary

Chairman & CEO

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ANNEXURE-1 TO INTERNSHIP LETTER

This Annexure contains the following terms and conditions that would be applicable to your Internship with the Company which shall come into operation with immediate effect, upon you signing and acknowledging this Annexure to the Internship Letter for internship training.

(i) Your internship training program shall be for a maximum term of **6** months, starting **March 4, 2024** (**Start Date**) up until **September 3, 2024**.

(ii) During your training, you are required to perform your tasks/assignments efficiently and diligently to the best of your ability for the Company.

(iii) You shall obey and comply with all the lawful orders and directions given to you by your mentors.

(iv) On your successful completion of the internship program, you will be provided with an internship certificate by the Company.

A. Confidentiality and Intellectual Property:

(i) You will not divulge any information including but not limited to manufacturing techniques, manufacturing process, designs, software programs, research, technical know-how, security arrangements, administrative, accounts, customer information, current or future strategic information, business plans, marketing areas, organizational matters pertaining to the Company whether confidential or otherwise to any outside parties other than required during the normal course of business, whether orally, inscribed, recorded, written electronically processed either tapes, disks, chips, floppies or any other form of communication like films, micro films, drawings etc. that comes to your knowledge during the term of your internship program. It is at the sole discretion of the management to decide whether any information is to be divulged under the normal course of business and you cannot challenge the same in any manner.

(ii) You shall also keep your internship terms and conditions strictly confidential. Any disclosure will constitute a breach of this Internship Letter and may result in termination of this Internship Letter.

(iii) You may be required to be involved in developing material for both in-house usage as well as for other purposes based on the Company's requirements. Any material or intellectual property so developed shall be the exclusive property of the Company and you shall not use the same in any personal capacity, during the term of the internship program or at any point in time thereafter. You agree to assist and cooperate with the Company in perfecting the Company's rights in all such materials and intellectual property.

(iv) You shall also disclose to the Company any discovery, invention, process or improvement made or discovered by you while with the Company and such discovery, invention, process or improvement shall belong absolutely to and be the sole property of the Company. The Company shall have a right to freely develop and alter such material and intellectual property rights and license and assign them to third parties.

B. Limited Authority: You will not enter into any commitments or dealings on behalf of the Company or be a party to any alteration of any principle or policy of the Company or exceed the authority or direction vested in you without the previous sanction of the Company or those in authority over you. Any violation of this may lead to termination of your internship with immediate effect.

C. Non-competition, Non-solicit and Declaration of interest

(i) You acknowledge that during the course of your internship with the Company, you may become familiar with Company's trade secrets and the other confidential information concerning the Company, its associates, related entities and that your work may be of a special, unique and extraordinary value to the Company. You agree that during the term hereof –

(a) you shall not directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with the Company.

(b) you shall not directly or indirectly solicit, encourage, or induce any employee, agent, vendor, or consultant to terminate their employment with the Company.

(ii) Without prejudice to the provisions of Clause C(i) of this Internship Letter, you will notify the Company in writing of all business interests that you have directly or indirectly related to the business or activities of the Company.

D. Return of Company Property: Upon completion of your internship training and at the time of termination of training period with the Company, you shall return all Company materials & documents, I.D. cards, Company accessories, catalogues, manuals, literature etc. and movable and immovable properties such as computers, software and any property belonging to the Company which may have been provided to you during the course of your internship with the Company or which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

E. Stipend: Your monthly stipend amount as provided in the Internship Letter shall be subject to applicable deductions. The Company may, subject to any relevant legal requirements, deduct from your stipend amounts that you owe to the Company or as required under law. It is clarified that you will not be entitled to any other allowances or benefits given to the regular employees of the Company. The stipend paid to you for your internship with the Company is not and shall not be construed as "wages" for the purposes of any employment statute.

F. Termination:

(i) During your internship program, either party may terminate this Internship Letter by giving 2 weeks' notice in writing.

(ii) The Company shall be entitled to terminate this Internship Letter with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this Internship Letter and to your continuing obligations under this Internship Letter) if you are guilty of dishonesty or serious or persistent misconduct, or without reasonable cause neglect or refuse to attend your internship or fail to perform any of your obligations hereunder or if you are found lacking in dedication towards your obligations hereunder, or your performance does not meet expectations or if you fail to observe Company's disciplinary rules or any other applicable regulations of the Company.

G. Data privacy:

(i) Prior to as well as during the course of your internship with the Company, the Company may collect personal and sensitive personal data including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information as it may deem necessary, from time to time, as necessary for the purposes of your internship. Further information about the types of personal

data processed by the Company, and the purposes of that processing, are set out in the Company's privacy policy (as amended from time to time). You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other affiliate company, or to third party service providers, within or outside India, any such personal data relating to you.

(ii) You confirm that you have read and understood the Company's privacy policy and that you shall comply with such policy when processing personal data in the course of your internship including personal data relating to any employee, intern, customer, client, supplier or agent of the Company or any associated entity.

H. Tax Liability: You will arrange to take care of your tax liabilities, i.e., income tax, professional tax or any other tax as may be applicable to the aforesaid stipend payments, and the Company will not be liable for the same. All stipend and other payments (if any) paid to you will be subject to tax withholding in accordance with applicable laws.

This Internship Letter along with the Annexure constitutes the entire terms and conditions governing your engagement as an intern with the Company.

If the above terms and conditions of this Internship Letter are understood and accepted, please return a signed copy of this Internship Letter. This offer will expire in **ONE (1) WEEK** from the date of this letter as mentioned above.

DocuSigned by:
1F80E25A77D4402...

February 12, 2024 | 9:04 PM PST

Signed: _____ **Date:** _____

Name: Rohan Sood

Teachnook
STARTING POINT FOR YOUR CAREER PATH

OL No: TN17663 **Date : 22 November 2023**

Dear **Rudra Partap Singh**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 17 January 2024

Training Period : **17 January 2024 to 26-January-2024 - (Unpaid)**
OJT Start Date: **27-January-2024**
OJT End Date: **26-July-2024**

Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **180000** INR per month.

Pre - Placement Offer **:- 4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **17 January 2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

TEACHNOOK EDUTECH
14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

TEACHNOOK EDUTECH
14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

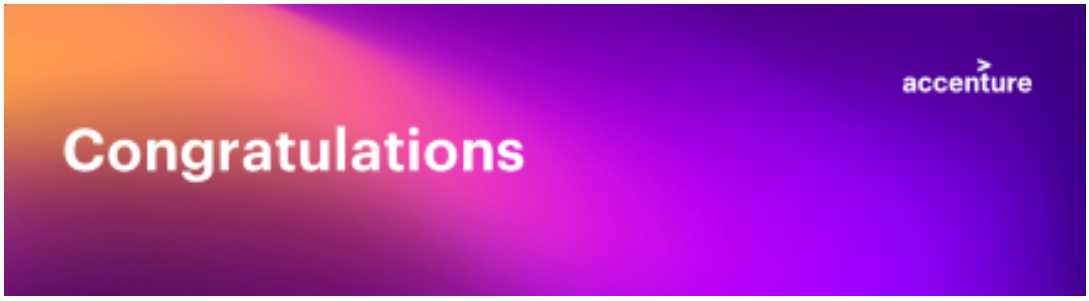
- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

TEACHNOOK EDUTECH
14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com



08 April 2024

C06351681
Ishita Gupta
Kudrat Villa, Second Floor, Near SBI, Boileauganj

Dear Ishita Gupta,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 for Remote working condition - Declaration to be submitted by you.
• Annexure 4 for declaration to be submitted by you.
• Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

 Candidate's Signature:{{Sig_es_:signer1:signature}}

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Ishita, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Archana Madesh at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Ishita Gupta

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 383,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 32,555/-**
Annual Total earning potential (A+B)	**INR 415,555/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 6,400/-**
Notional Insurance Premium paid by Company	**INR 13,800/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 435,755/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 5,700/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

 Candidate's Signature:{{Sig_es_:signer1:signature}}

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer
2. Personal Accident coverage for self, up to three times your annual fixed compensation.

Candidate's Signature:{{Sig_es_:signer1:signature}}

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Candidate's Signature:{{Sig_es_:signer1:signature}}

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

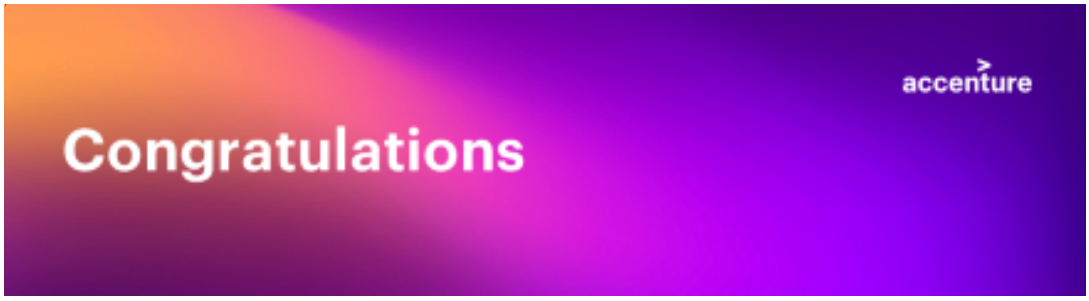
ACKNOWLEDGED AND AGREED:

_____
Ishita Gupta

Date: {{Dte_es_:signer1:date}}

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

Candidate's Signature:{{Sig_es_:signer1:signature}}



19 April 2024

C06253738
Ananya Agarwal
Near Joshi clinic, Gharat gali, Doiwala, Dehradun.

Dear Ananya Agarwal,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 for Remote working condition - Declaration to be submitted by you.
• Annexure 4 for declaration to be submitted by you.
• Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory

 Candidate's Signature:{{Sig_es_:signer1:signature}}

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test/and/or any other verifications based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests/and/or any other verifications as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test/and/or any other verifications, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Ananya, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Yogeesha B R at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,

C. Lakshmi

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Ananya Agarwal

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 383,000/-**
(B) Variable Bonus earning potential (at maximum 8.5%)	**INR 32,555/-**
Annual Total earning potential (A+B)	**INR 415,555/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 6,400/-**
Notional Insurance Premium paid by Company	**INR 13,800/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 435,755/-**
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 5,700/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable

Note: For International Worker Only*

 Candidate's Signature:{{Sig_es_:signer1:signature}}

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan
Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer
2. Personal Accident coverage for self, up to three times your annual fixed compensation.

Candidate's Signature:{{Sig_es_:signer1:signature}}

a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Candidate's Signature:{{Sig_es_:signer1:signature}}

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company.

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ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

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• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____

Ananya Agarwal

Date: {{Dte_es_:signer1:date}}

Disclaimer

“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

Candidate's Signature:{{Sig_es_:signer1:signature}}

Newgen Software Technologies Limited
CIN: L72200DLI992PLC049074, B-19, Sector 132, Noida 201304, UP India
Tel: +91 120 6086444

Ref no: DC/2024-25/006818 **June 11, 2024**

Ms. Sanya Mahajan
Ward No 5, Post Office Shahpur,
Teh. Shahpur, District Kangra,
Shahpur,
Himachal Pradesh - 176206

Subject - Employment Offer Letter

Dear Ms. Mahajan,

Congratulations! We are pleased to inform you that you are one of the chosen few who have proven their worth in 'NEW...GENESIS' - our campus engagement program.

We have accelerated our ambitions to achieve leadership position as a formidable player in the established and in the emerging verticals across the globe. We stand at the threshold of a new era of business opportunity that will completely alter the course of destiny of Newgen and Newgenites. You will have the opportunity to be part of a growth engine which will fuel the zeal to deliver world class productized software solutions in the business domains of today and tomorrow.

With this, we are pleased to offer you appointment as **Software Design Engineer-2** Your Annual Gross Emoluments will be **₹ 700000 (Rupees Seven Lacs Only)**

You are required to join us on or before **July 1, 2024** failing which this employment offer will stand withdrawn. Your place of posting will be at **B-19, Sector - 132, Noida (U.P)-201304.**

The formal letter of appointment containing details of terms & conditions of the employment will be issued to you upon your joining. Please accept this letter as a token of your acceptance.

We wish you a long and rewarding career with us.

For **Newgen Software Technologies Limited**

Surender Jeet Raj
Executive Vice President - Global Business Strategy & HR

**This is a system generated offer letter, hence does not require signature.

TERMS AND CONDITIONS OFFERED TO

MS. SANYA MAHAJAN

1. Your appointment is subject to:

   i. The satisfactory verification of your character, antecedents, and testimonials.

   ii. The authenticity and accuracy of the details provided by you to the company enable us to judge your suitability for employment and it is assumed that the details you have provided is true to the best of your knowledge and belief. Should it be found afterwards at any stage that you have given wrong information/misrepresented the facts, your services are liable to be summarily terminated.

   iii. You are being found medically fit and continuing to remain medically fit. Before joining your duty, you are required to produce a medical fitness certificate issued by a Medical officer of a recognized Govt. hospital or by the Doctor appointed by the Company at your own cost in a defined proforma (attached herewith as Annexure C)

2. If you are already in service, you must produce a relieving certificate from your employer at the time of joining the company.

3. You will promptly disclose to the Company in writing any discovery, invention, process improvement made of, discovered, by you while in employment with the Company and you shall assign and agree to assign to the Company all your rights, titles and interest throughout the world including copyright and any other intellectual property right etc. in and to subject inventions conceived or made by you either solely or with others while as staff of the Company.

4. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication in the press (including magazine publication) or to anyone else relating to the Company's product or any matter with which the Company may be concerned unless you have obtained written permission from the Company. The complete draft of any proposed article, lecture or broadcast or any other communication intended for publication must be submitted for approval along with the request for permission, before it is released for public.

5. You understand that during your employment with the Company you shall not undertake any similar/same kind of paid work/business/employment directly/indirectly for which you have been hired at Newgen in any manner including but not limited to (full time/part time/freelance consultant/Advisory/ Honorary /Not for Profit) in any other company/partnership/ proprietorship or otherwise also, during official working hours or outside official working hours. For any other nature of work, prior disclosure to the HR at Newgen is mandatory. Further, you will ensure that such work shall not in any manner interfere directly/indirectly with efficiency and effectiveness of your core work at Newgen.

6. You shall be bound by the relevant provision of Newgen Work from home policy and you shall seek prior permission from supervisor before availing WFH option.

7. For one year after termination of your services with the Company, for any reason, you will not directly or indirectly solicit or cause others to solicit Company employees for competitive employment.

8. For one year after termination of my employment due to any reason, I will not take/seek employment directly or indirectly with any of Company's Clients and work on Company's Software product and solution without obtaining a No Objection Certificate from the Company.

9. For one year after termination of your employment due to any reason, you will not take/seek employment or act as consultant with any Company engaged in software development/sales in the field of Document Imaging Technology or software systems similar to those developed by the Company.

10. Your place of posting will be at **B-19, Sector - 132, Noida (U.P)-201304**. However, you can be transferred/posted/deputed from time to time, as and when necessary keeping in mind the nature of work assigned to you at the sole discretion of the Company, anywhere in or outside India, to any of company's department(s) or location(s) or regional office(s) or to the department(s) or location(s) or branch(es) or rolls of any of its subsidiaries or associates, presently existing or which may be setup in the future. Upon such transfer, unless otherwise specified in writing at the time of transfer, you will automatically be governed by the terms and conditions of service applicable at such department or location or branch or subsidiary or associate of the company as the case may be.

11. Your increments and promotions in the company will be given based on your performance and merit, and at the sole discretion of the management.

12. The Company, through its authorized officers, will allocate duties to you from time to time. Such duties may include responsibility in general for the area of your operations as well as specific assignments that may be given to you from time to time.

13. You may be required to work in shifts, if and when fixed by the company from time to time as per business requirements and the applicable rules will apply in that regard.

14. You will be required to implement and act in accordance with the Company's Information Security Management System (ISMS), and protect assets from unauthorized access, disclosure, modification, destruction or interference.

15. You will be bound by the Code of Conduct and other rules, regulations, policies and orders issued by the company from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement etc. as if these conduct rules, regulations, policies etc, were part of this contract of appointment. Company reserves the right to alter/rescind the terms & conditions of service at its discretion.

16. In case of you being found violating or not biding by the Code of Conduct and other rules, systems, regulations policies and orders issued by the company, you will be liable for disciplinary action under the disciplinary action policy of the Company.

17. In the event of any dispute regarding the terms of conditions of your appointment, you will be subject to the jurisdiction of the appropriate court of law at the headquarters of the company viz. New Delhi.

18. On the day of your joining the Company, you will be required to sign the Non-Disclosure Agreement, which covers Company's right to protect the inventions, discoveries, ideas, proprietary and confidential information and any similar or related rights and maintaining it secrecy during and after your employment.

19. Whenever requested by the Company and in any event upon the termination of your employment with the Company, you will promptly deliver up to the Company all documents belonging to the Company including but necessarily limited to drawings, blueprints, reports, manuals, correspondence, customer lists, computer programs and all other materials and all copies thereof relating in any way to the Company's business.

20. If you accept this offer, kindly notify your acceptance on the portal.

I confirm that I have read and understood the above terms & conditions as applicable during my training period and accept my obligations and liability pertaining to them.

CyberForge ACADEMY

412, Tower A, Bestech Business Tower, Sector 66, Mohali
+91-9896677392
contact@cyberforge.academy
cyberforge.academy

20th March 2024

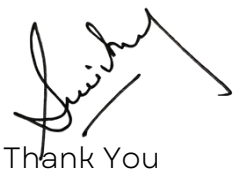
Dear Pankaj Sharma,

Subject: Offer of Internship as Software Engineer Intern

We are pleased to extend this offer for you to join CyberForge Academy as a **Software Engineer Intern.**

- Start Date: Your official start date will be **1st April 2024.**
- Internship Period: Your internship period is **six months.**
- Notice Period: Notice period for termination of internship, from either party will be 15 days.
- Compensation: Your stipend will be **15,000 INR per month.** Following the conclusion of your six-month internship period, we might offer you **full-time employment** at a CTC of **6 LPA.**
- Performance Review: Your performance will be evaluated continuously. And, we reserve the right to terminate our engagement at any time if the performance is not at par with other employees of similar level.
- This is a Full-time, On-site role and you will be working out of our Mohali office (Bestech Business Towers). The office hours are 10 AM to 7 PM), 6 days (Mon-Sat) per week.

We are excited about the prospect of you joining our team and We are confident that you will make a significant contribution to our team and look forward to working together to achieve great success.



Thank You
Swinky Sharma
CEO (CyberForge Academy)

EVIGWAY

EVIGWAY TECHNOLOGIES PVT LTD
CIN: U51909HR2020PTC086863 ; GST: 06AAFCE9300F1ZY
247/38, Rajiv Colony, NH-8, Gurugram, Haryana, India – 122004
Email: info@evigway.com Phone: +91-8860460842

(AN ISO CERTIFIED COMPANY ON QUALITY MANAGEMENT & INFORMATION SECURITY)

October 31st, 2023

To,

Mr. Pranav Thakur
Address: _____

_____

Subject: Offer Letter for the post of Software Developer

Dear Pranav,

With reference to your application and the subsequent interview you had with us, and on the basis of the information furnished by you in your application and during the interviews, we are delighted to offer you employment for the post of **Software Developer** on an **Internship + PPO** basis at Evigway Technologies Private Limited (the "Company").

This is intended for you to commence your employment from **1st January, 2024,** or any other such later date as approved by the Company. Please read through this letter carefully and indicate your acceptance of the offer by signing and returning a copy of the letter to the Company. This offer is valid till **3rd November, 2023**. If you do not confirm the acceptance by the said date, the Company shall have the rights to withdraw this offer. This Offer of Employment contains a high-level proposed terms and conditions of your employment. However, your employment will be governed as per the terms and conditions of a detailed Employment/ Appointment Letter that will be executed between you and the Company on or before your Date of Joining.

1. Pre-Employment Conditions

You understand that this offer of employment is subject to and conditional on the completion of certain pre-employment procedures and processes. You certify that the information that you have provided in connection with completion of the procedures and otherwise in connection with this offer of employment (including verbally during the interviews) are true and accurate.

Also, the Company reserves the right to carry out your screening checks, and such

Pranav Thakur

checks may include but are not limited to:

- receipt of references and documentary proof that are satisfactory to the Company that you are legally entitled to work in India.
- completion of credit checks to the satisfaction of the Company.
- completion of criminal checks (if necessary) to the satisfaction of the Company.
- if requested by the Company, a medical examination by the Company's medical advisers.
- if any specific Regulator approval/ statutory permission is required for your appointment, then such approval is required to be sought by you before your Date of Joining.
- receipt of documentary proof that you hold the appropriate and relevant qualifications.

Whilst efforts will be made to complete all the screening checks before your Date of Joining, however this may not always be possible. In case you are employed prior to completion of the pre-employment procedure, the Company may terminate your employment at any time with or without any minimum statutory notice if the check reports are not up to the satisfaction of the Company or the procedures are not completed within a reasonable period of time.

Your employment with the Company is also subject to receiving a signed copy of the detailed Employment/ Appointment Letter from you, on or before the Date of Joining.

2. Your Position

In addition to any duties allocated by the Company from time to time, your position as **Software Developer** will involve the job description as discussed with you during the interview.

3. Place of Work

You will be initially based at the Company's office at **IT-01 STPI incubation center, Sahastradhara Rd, IT Park, Dehradun, Uttarakhand 248013**. However, the Company may transfer you to such other places as the Company reasonably decides from time to time, at its sole discretion in accordance with the requirements of the Company. You may be required to work at or travel to any other office or client locations (including overseas locations) from time to time.

Pranavthakur

4. Working Hours

As an intern and later on as a full-time employee, you will be required to devote substantially the whole of your time and attention during the Company's ordinary business hours to the performance of your duties under the terms of your employment.

Your normal hours of work will be an average of 40 hours per week excluding applicable rest intervals or breaks. Daily working hours at work will be governed as per the relevant Company policy. However, depending on your role in your relevant business function, your working days and hours may involve day and/or night shifts, and working on weekends/weekly offs, and holidays, as per the business requirement and as may be permitted under the applicable laws.

5. Probationary / Internship Period

Your employment is subject to the satisfactory completion of a probationary period of 6 (six) months or as may be prescribed under applicable laws or such additional period as the Company may in its discretion consider necessary commencing from the first date of employment. The probationary period is designed to grant the Company the time to assess if you can fulfill your designated role in the Company.

6. Salary and Benefits

Your annual salary package from the date of your start of employment would be as mentioned in Annexure A & B attached herewith. However, the structure of your compensation plan may be altered / changed from time to time in line with the compensation policy and practices of the Company.

The salary (net of TDS, required statutory and other deductions) will be paid on a monthly basis.

7. Notice Period for Termination

Your employment shall be conditional on your ability to start work on the Date of Joining. If you are unable to do so, you will have no entitlement to receive any payment or other benefit whatsoever from the Company.

During probation, either you or the Company may terminate your employment by giving **1 (one) month** written notice.

After successful completion of your probation, either you or the Company may

terminate your employment by giving **2 (two) months** written notice.

However, the Company may terminate your employment with immediate effect in some exceptional circumstances which shall be in accordance with the applicable Company policies provided/ available to all the employees. Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust the balance of annual leaves while granting such reduction/ waiver.

8. Annual Leaves

You will be entitled to avail the annual leaves in accordance with the applicable laws and the relevant policy of the Company.

9. Company Policies and Rules

You agree that all the policies framed by the Company that is applicable for other employees, as may be amended or replaced by the Company from time to time, shall be binding upon you. You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action.

10. Acceptance

By accepting this offer, you accept that you are bound by the terms of this letter. By accepting this offer, you further accept that you will agree to the detailed terms and conditions of the Employment/ Appointment Letter that will be executed between you and the Company on or before the date of your joining.

You shall also be bound by all applicable policies, guidelines, processes and procedures as amended from time to time and that you shall ensure that you acquaint yourself with the terms of the Employment/ Appointment letter including all such policies, guidelines, processes and procedures.

In addition, by accepting this offer you will be deemed to confirm that you have received,read, understood, accept, and will comply with the requirements detailed in the Employment Letter.

On the date of joining, please bring the following documents for verification / submission:

1. Educational Qualifications: 10th & 12th
   Graduation
   Post-Graduation (If Applicable)
   Other Certifications (If Applicable)
2. Previous Employment Documents (If Applicable): Experience Letter/Relieving LetterLast three months' Salary Slips
3. Photocopy of Identity Proofs: PAN Card, Aadhaar Card, Voter ID, Passport, Driving License
4. Four Recent Passport Size Photographs

Kindly sign and return to us the duplicate copy of this letter and Annexure as your Acceptance. Wish you all the best!

For and on behalf of Evigway Technologies Pvt. Ltd.

EVIGWAY TECHNOLOGIES PVT LTD

Akshay Singh (Managing Director)

EVIGWAY

EVIGWAY TECHNOLOGIES PVT LTD

CIN: U51909HR2020PTC086863 ; GST: 06AAFCE9300F1ZY
247/38, Rajiv Colony, NH-8, Gurugram, Haryana, India – 122004
Email: info@evigway.com Phone: +91-8860460842

(AN ISO CERTIFIED COMPANY ON QUALITY MANAGEMENT & INFORMATION SECURITY)

OFFER ACCEPTANCE & DECLARATION

I have read and understood the terms and conditions of the above enclosed offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (either verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on 1st January, 2024 or such later date as approved by the Company.

Signature: _____

Name : Pranav Thakur

Date : 02/11/2023

EVIGWAY

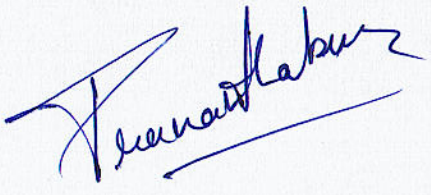
EVIGWAY TECHNOLOGIES PVT LTD

CIN: U51909HR2020PTC086863 ; GST: 06AAFCE9300F1ZY
247/38, Rajiv Colony, NH-8, Gurugram, Haryana, India – 122004
Email: info@evigway.com Phone: +91-8860460842

(AN ISO CERTIFIED COMPANY ON QUALITY MANAGEMENT & INFORMATION SECURITY)

ANNEXURE-A
(During Internship)

Compensation Structure	Per Month	Per Annum
NAME	Pranav Thakur	
DESIGNATION	Software Developer	
DATE OF JOINING	1st January 2024	
SALARY COMPONENT	**AMOUNT (INR) per month**	
Internship Stipend	30,000	
TOTAL COST TO COMPANY PER MONTH	**30,000/-**	



EVIGWAY

EVIGWAY TECHNOLOGIES PVT LTD

CIN: U51909HR2020PTC086863 ; GST: 06AAFCE9300F1ZY
247/38, Rajiv Colony, NH-8, Gurugram, Haryana, India – 122004
Email: info@evigway.com Phone: +91-8860460842

(AN ISO CERTIFIED COMPANY ON QUALITY MANAGEMENT & INFORMATION SECURITY)

ANNEXURE-B
(Post Internship)

Compensation Structure	Per Month	Per Annum
NAME	Pranav Thakur	
DESIGNATION	Software Developer	
DATE OF JOINING	1st January 2024	
SALARY COMPONENT		**AMOUNT (INR)**
BASIC SALARY	29,167	3,50,000
HOUSE RENT ALLOWANCE	16,667	2,00,000
SPECIAL ALLOWANCE	4,166	50,000
PF (EMPLOYER CONTRIBUTION)	0	0
ANNUAL FIXED COMPENSATION		**6,00,000**
TOTAL COST TO COMPANY	**50,000**	**6,00,000**

To, 25th January 2024

Ms. Rakshita Jain,
Plot no. 14, Bhurapatel Nagar B,
Doctor's Colony, DCM, Ajmer Road,
Jaipur, India – 302 021

Dear Rakshita,

Further to the interview and subsequent discussions with you, we are pleased to inform you that you have been selected for the position of **Software(AI) Intern** with **GoKloud Software Solutions Private Limited, Pune** starting **01st Feb 24 to 31st July 2024.**

The following outlines the key terms of the employment agreement:

During your employment with **GoKloud Software Solutions Private Limited,** you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time. Your base location of work is **Pune,** India and your internship start date shall not be later than 1st Feb 24. **Stipend offered:** INR 20K per month.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may, at any time, be transferred to any of the offices of the Company, its associates, organizations with whom the company has transactions, whether the office, subsidiary, associate or organization is in existence today or is to be set-up hereafter. While every attempt will be made to give you reasonable advance notice of such transfer, however, in case of emergency such transfers may be made effective immediately.

You are expected to carry out the duties assigned to you in a competent and efficient fashion. As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.

You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated / canceled without any notice.

Should you decide to terminate your internship with the Company, you will be required to give a minimum two month notice period.

Please sign the duplicate copy of this letter (on each page) and return it to us as your acceptance of this Letter of Intent and the terms/conditions detailed in this letter. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us. Please bring the original copy of this Letter of intent on your first day of work.

We look forward to the opportunity to have you join our team and have a long-term association with GoKloud Software Solutions Private Limited.

Manav Prasad
Co-Founder & CEO

Offer Acceptance

Agreed and accepted: I have read, understood and agree with the terms stated in this Letter. My signature below constitutes an acceptance of this offer of employment.

Name: Rakshita jain

Signature:

Date: 25/1/2024

S&P Global

9th floor,
Ambience Corporate Tower II,
Ambience Island, Gurugram,
Haryana - 122002,
India

OFFER LETTER
Private & Confidential

February 8, 2024
Khushi

G-35 Station Area,
Nilokheri- 132117
India

We are pleased to offer you an employment opportunity as **Associate Software Engineer** at **MARKIT INDIA SERVICES PRIVATE LIMITED (herein referred to as "Company"),an affiliate of S&P Global,** located at **IN - GURGAON VILLAGE NATHUPUR THE AMBIENCE CORPORATE TOWER II.**

Job Grade: 8

Segment: S&P Global Market Intelligence

Date of Joining: June 17, 2024

Your total earnings (Cost to company) is **Rs. 948,600.00** (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure – I. Till such time as the terms and conditions and related joining formalities are fully executed and completed by you, no relationship (employment, contractual or otherwise) will exist between you and the Company.

This offer is subject to (i) confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **June 17, 2024** ("**Date of Joining**") and at all times thereafter; (ii) the successful verification of your background information & references; and (iii) you reporting to Company on the Date of Joining. The Company reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

Depending on your position, you may also be required to complete additional background checks as allowed by local law, throughout your employment with the Company. In the event of you not clearing the pre-employment verification, or should the Company receive adverse reports from your earlier employers, or if you are deemed to have suppressed information furnished at the time of employment, irrespective of the time of it coming to the notice of the management, the same will be deemed to be misconduct and the employment offer / employment stands terminated without notice.

Please note that the joining conditions also include you being present to complete the induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with the Company and being able to receive Company property, including the laptop, as part of the induction and on-boarding process within the time period as stipulated by the Company to you. You will also need to complete related induction processes, which may be conducted remotely by the Company at its discretion. You will be required to provide requested personal information, education and employment documents as part of the onboarding process as intimated by the Company.

Please note all Company property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you from time to time are the property of the Company at all times and are to be used with utmost care.

You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexures) by signing below and sharing digitally signed copy of the letter within five (5) days of receipt. The terms set out in this offer letter are for your guidance and not necessarily exhaustive.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to extend this offer and reserves the right to withdraw this offer at any time prior to the Date of Joining, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

Please note that the contents of this offer letter are confidential and should not be used as a bargaining tool for negotiating employments with your existing employer or any other organization or prospective employer.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

Thanking you,
Yours faithfully,

Authorized Signatory
For MARKIT INDIA SERVICES PRIVATE LIMITED
Regional People Lead, India

Acknowledgement/ Acceptance

I am very pleased to accept the position as **Associate Software Engineer** at **MARKIT INDIA SERVICES PRIVATE LIMITED.** Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Khushi

ANNEXURE – I

TERMS OF EMPLOYMENT

Further to the Offer Letter dated February 8, 2024, you hereby acknowledge and agree to abide by the below terms and conditions of employment ("Terms of Employment"), during your employment with the Company.

1. **Employment period and nature of employment:**

Your appointment is effective from **June 17, 2024**. The employment shall continue until the retirement age of 60 (Sixty) years (which may be extended by the Company in writing at its discretion) or until the termination of employment by either party as per the provisions contained herein, whichever is earlier. Company reserves the right to re-designate or revise your position or work description or work location at any time, without stating any reason, by a written notice to you. Company has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Company at any time. Subject to the termination/separation provisions hereunder, the nature of your employment will be "at will" and no fixed period of employment in Company is applicable to you. You will be a full-time employee of the Company.

2. **Company policies:**

In addition to these Terms of Employment, you hereby acknowledge and agree that you will be governed by the rules, policies, guidelines and internal regulations of the Company (together "**Policies**") as may be applicable from time to time and will complete all compliance and security training mandated by Company from time to time. Breach of any of the Policies would be treated as misconduct and you shall be liable for disciplinary proceedings. In the event of such a breach, the Company has the right to initiate an appropriate disciplinary action up to and including termination of your employment. In case of any conflict of this Terms of Employment, by interpretation or otherwise, with the Policies, the Policies of the Company shall prevail. The Policies and the terms and conditions stated herein may be revised by the Company (at its sole and absolute discretion), from time to time, in accordance with applicable law and such changed standard employment terms shall become applicable to you.

3. **Business Ethics & Regulatory Compliance**:

All employees are required to adhere to the Company's Code of Business Ethics (the "Code") and Securities Disclosure Policy throughout their employment, including any notice periods (whether worked, not worked or "garden leave"). The purpose of the Code of Business Ethics and the Securities Disclosure Policy is to establish guidelines reasonably designed to identify and prevent recipients form breaching any applicable fiduciary duties and to deal with other situations that may pose a conflict of interest or the appearance of a conflict of interest. Failure to comply with Company policies, including the Code and Securities Disclosure Policy, may result in disciplinary action up to and including termination of employment. All violations or potential violations of the Code of which you become aware, should be reported promptly to the People Team. Each year, you will be required to sign or otherwise indicate your assent to an Affirmation Statement to confirm that you have reviewed the Code and understand your continuing obligation to comply with its terms. Periodic certifications relating to the Securities Disclosure Policy are also required. Please note that the Securities Disclosure Policy includes requirements that may extend to an employee's immediate family (as defined in the policy). To the extent that the Code and Securities Disclosure Policy, or compliance therewith, would be inconsistent with applicable law, applicable law will govern. Any questions relating to the "Codes" or the Securities Disclosure Policy should be directed to Shirley O'Reilly (shirley.oreilly@spglobal.com) and the Compliance team (Securitiesdiscomp@spglobal.com).

4. **Work location:**

Your initial posting will be at **IN - GURGAON VILLAGE NATHUPUR THE AMBIENCE CORPORATE TOWER II.** Your duties may be varied from time to time and your services are liable to be transferred, seconded, deputed or assigned, either temporarily or permanently, to any one of our subsidiary/associated companies, other division/branch of Company or any third party, in India or abroad, at the entire discretion of the Company and for such period of time as Company deems appropriate. In the event of a transfer, you will be governed by the terms and conditions applicable to your category of employees at the place of transfer, unless otherwise specified in writing.

In case you are a non-Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

5. **Working Hours:**

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during shift assigned to you by your manager which may include night shifts, subject to applicable law. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. The normal working hours will be 40 hours per week; but this may be varied from time to time, depending upon the exigencies of work and subject to applicable laws.

6. **Notice period and Termination:**

Either party may terminate the Terms of Employment, by giving Two Months notice in writing or payment of Base Salary in lieu of such notice period or any shortfall in such notice period at the discretion of your manager / Company. Further, the Company shall be entitled to terminate your employment "for cause" forthwith, without notice or compensation in the event of your misconduct / prohibited conduct (which term shall have the meaning as assigned under the Policies /law) and/or any act which constitutes an offence involving moral turpitude.

In the event that you resign from employment with the Company, the Company may consider relieving you with shorter notice, if the Company so desires, in which case you shall be paid pro-rata for the days you provide services to the Company. The Company also reserves the right to waive all or part of the notice or allow you to pay in lieu of the notice. Further the Company may at its discretion require that upon termination of your employment by the Company without cause you do not attend to any matters or enter the premises of the Company without the prior written consent of the Company.

During the notice period, the Company reserves the right to require you to serve the full notice period and complete the assignment based on business needs. Any notice to be given to you by the Company shall be sent by email to your Company email address. Any notice to be given by you to the Company shall be in such manner as may be directed by the Company from time to time. In the event that you are not accessing your Company email, the Company shall be entitled to send notice by courier or registered post at such address as intimated by you to the Company. You will intimate in writing to the Company of any change of address within a week from the change of the same, failing which any communication sent to your last recorded address shall be deemed to have been served on you.

Upon termination of your employment pursuant to these Terms of Employment, all obligations pursuant which are intended to survive termination, shall survive the termination of these Terms of Employment for the time periods indicated therein and bind you, your heirs, executors, administrators, committees and trustees and will ensure to the benefit of Company, its successors and assigns.

You agree that in the case of retrenchment/termination, the principle of "last in first out" shall not be applicable to you. You further agree that the Company will not be required to offer you re-employment in any circumstance, should you resign or be retrenched/terminated by the Company.

You shall at the time of leaving the employment of the Company, deliver back to the Company any and all Company Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential information or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items.

7. Medical Fitness:

The Company may, at its sole discretion and costs, require you to undergo medical examination by a doctor of its choice, at the time of commencement of employment. In such case, the employment shall be subject to your being found medically fit by the examining doctor. Further, even though you may be declared medically fit by the doctor appointed by the Company at the commencement of employment, you shall, at any time in future be expected to undergo medical examination as may be required by the Company to ascertain the state of your health and medical fitness to carry out your responsibilities. If you are declared medically unfit on such medical examination, the Company shall be entitled to terminate your employment with effect from the date the Doctor appointed by the Company declares you medically unfit. In the event you refuse to subject yourself to such medical examination as required by the Company or fail thrice consecutively to physically present yourself before the Company engaged Doctor for medical examination, the same shall be considered as misconduct and appropriate disciplinary action shall be taken by the Company against you (including termination).

8. Confidentiality of compensation:

Compensation details (yours as well as of other employees of the Company) is confidential information, you shall not disclose/discuss your compensation details with any other employee. If any such act by you comes to the notice of the Company, it may result in disciplinary action, up to and including termination.

9. Behavior:

The Company believes that there should be no discrimination against any employee. Verbal, physical or sexual harassment at the workplace shall not be tolerated. You shall be obligated to follow and comply with the terms of the Company's Policies on employee behavior and conduct and Code of Business Ethics (as amended from time to time) at all point in time during your employment with the Company.

10. No simultaneous employment:

There is no earlier period of continuous employment between you and the Company. While in the employment of the Company you will not, under any circumstances, be permitted to undertake any assignment, simultaneously engage in any other gainful or commercial activity (other than normally acceptable personal investment activity) or work for any other employer (company, firm, organization or persons) either whole-time or part-time, nor in any way be associated with any company, firm, organization or persons as advisor, director, partner, whether paid or not for your services, without the prior written permission of the Company. In case this condition is contravened the same shall be considered as misconduct and you shall be liable to disciplinary action (including termination). Furthermore, you may not enter into any commitments or dealings on behalf of the Company for which
you have no express authority, nor exceed the authority or discretion vested in you without the previous written sanction of a duly authorized manager.

11. Leaves:

You will be eligible for the standard days of vacation that are applicable in your jurisdiction and in accordance with local law. The Company regularly reviews its paid time off program and has the right to amend or discontinue its program where deemed appropriate, subject to local law.

12. Benefits:

You will be eligible for the standard benefits package offered to all India-based employees in accordance with local policy and applicable law. The Company may cancel, change or modify the terms of such benefit and/or retirement plans from time to time or change benefit carriers with notice, subject to applicable law. Information about your benefits can be found here.

13. Non – Disclosure:

"Confidential Information" is any information generated or obtained by you during employment, which relates to the current or potential business of the Company, including but not limited to any and all records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with the Company or otherwise in the possession of the Company.

Trade Secrets: Technology, methods of development, and manufacture; proprietary business information such as financial condition, bidding practices, costs, distributors, customer names and mailing lists, the identity of prospective customers, market studies; pricing studies, information and analysis, current and prospective business projections; business plans and strategies financial statements and information; special processes, procedures and services of the Company, processes, formulas, innovations, inventions, discoveries, improvements, research or development and test results, specifications, data, and know-how; marketing plans, business plans, strategies, forecasts, unpublished financial information, budgets, projections, product plans and pricing; business policies and practices; Information received from others, that Company is obligated to treat as confidential or proprietary; personnel information, including organizational structure, salary, qualifications of employees, employee compensation plans, employee performance evaluations, employee telephone directories and employee benefits; customer and supplier information, including identities, product sales and purchase history or forecasts and agreements; and the Company's operating policies and procedures are also held to be Confidential Information.

You shall not during the terms of your employment with the Company or at any time thereafter, 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 you or otherwise coming into your possession or control without the prior written permission of the Company, except as required in the performance of your duties as an employee of the Company, in which case such disclosure will comply with all policies and procedures established by the Company from time to time regarding the disclosure of Confidential Information by employees.

Secrecy as to the affairs of the Company: You shall not during the term of your employment with the Company or at any time thereafter, use or disclose to any other company, firm, institution or person any of the information, business or affairs of the Company, or its clients without the prior consent of the Company. You shall not publish any book, booklet, brochure or pamphlet, or contribute any article to any newspaper or other publication whether for remuneration or otherwise, relating to the affairs of the Company, its clients or your work in the Company at any time. Further you shall not, without prior permission in writing and unless it is a part of your day to day work, take any papers, books, drawings, photographs, instruments, computer software materials, documents or any other property of the Company out of the work premises. Nor shall you in any way at any time disclose, divulge or make public any information or matter concerning the Company's or its client's business affairs, property, transactions under consideration (including the identities of other companies that are or may be parties to such transactions), methods of operation or other data processes, analytical methods, accounts, transactions, dealings, trade secrets of the Company or its clients whether the same may be confined in you or become known to you in the course of your employment with us or otherwise.

You hereby confirm that you are in compliance and will continue to remain in compliance with all applicable third-party non-disclosure and confidentiality related obligations legally binding on you. You hereby confirm and promise that you have the right to make disclosures and use any ideas, processes, designs, methods, and know-how possessed prior to your employment with the Company, without any liability to others. You also agree that you will not disclose to the Company, its employees or use on the Company's behalf, any confidential information belonging to any third party, including but not limited to any of your previous employers. You also represent that you do not have any confidential documents or materials which belong to any third party, including but not limited to your previous employers and you agree not to bring any confidential materials or documents of such third party to the Company premises. You agree to immediately notify the Company upon you becoming aware of any violations of your present and / or continuing confidentiality and non-disclosure related obligations with both the Company and / or any of your previous employers.

14. Intellectual Property:

You acknowledge and confirm that ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) hardware designs and configurations; software designs and programs; and discoveries, developments and writings and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company by you (the "Intellectual Properties") shall vest in the Company. You expressly agree that all Intellectual Properties created by you shall be under a contract of service, shall be deemed as "works for hire" under applicable intellectual property laws and shall be the exclusive property of the Company. You hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis at no costs and further agree to do all such acts to perfect such assignment to the Company. Such assignment shall not lapse if the Company has not exercised its rights under the assignment for a period of one (1) year from the date of the said assignment. You further acknowledge that the Company shall be the "first owner" of copyright in any original works of authorship made by you during your employment with the Company, in terms of Section 17 (c) of the Indian Copyrights Act, 1957, as amended from time to time.

In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of Confidential Information And Intellectual Property, you may be required to execute other documents by the Company (such as an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms and conditions, as stipulated under such documents.

15. Corrupt Practices:

During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Company approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to the Company. The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988.

It is clarified that you shall not pay any "speed money" or "facilitation payment" in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.

During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your
behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to the Company.

During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of the Company with any relative or entity controlled or owned by a relative; (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the benefit of some other person, entity or organization; or (c) claim any compensation/reimbursement or pay any amount on behalf of the Company for a purpose other than the purpose for which such amount is actually payable.

16. Privacy:

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal data or information ("Personal Information"). You hereby agree that the Company may use and retain your Personal Information for a lawful purpose and to the extent deemed necessary by the Company in relation to your employment with the Company and for ancillary purposes.

You hereby also agree that the Company may transfer or disclose such Personal Information to such other agencies the Company may consider necessary, whether affiliates or otherwise and whether in India or otherwise. The Company may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.

The Company shall use reasonable security practices and procedures to safeguard your Personal Information. Notwithstanding anything contained herein, "Reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that the Company shall implement and which may, in the Company's discretion, be intimated to you from time to time and you hereby agree to the same.

17. Handing over charge of Company's property on termination of employment:

You shall be bound at the termination of this employment, however terminated, to immediately return to the Company all properties of the Company in your possession, including but not limited to all documents, papers or other material in your possession, or under your control which may contain or be derived from Confidential Information, together with all documents, notes or other work product which is connected with or derived from your services to the Company whether or not such material is at the date hereof in your possession. In the event of your failure to return to the Company any of its property/assets, you would be deemed to have committed the offense of criminal breach of trust and the Company shall be free to proceed against you in an appropriate forum, besides claiming liquidated damages for withholding Company property/assets in an unauthorized and illegal manner. The Company shall also have the right to deduct the monetary value of all such Company property/assets from your full and final settlement / employment dues and take such other action as the Company deems fit, in the event of your failure to account for / damage of the Company property/assets subject to applicable law.

18. Company's clients and employees

If your employment with the Company terminates for any reason, you shall not, for a period of one year from the date of termination, have any business dealings whatsoever, either directly or indirectly or through corporate entities or associates with any customer or client of the Company or its subsidiaries or any person or firm which has contacted or been contacted by the Company as a potential customer or client of the Company; and you shall keep in strictest confidence, both during the term of your employment and subsequent to termination of employment, and shall not during the period of employment or thereafter disclose or divulge to any person, firm or corporation, or use directly or indirectly, for your own benefit or the benefit of others, any information which in good faith and good conscience ought to be treated as confidential information including, without limitation, information relating to the software developed by Company, information as to sources of, and arrangements for, hardware supplied to customers or clients of Company, submission and proposal procedures of the Company, customer or contact lists or any other Confidential Information. In addition, you shall not, for a period of one year from the date of termination, hire, interfere with, solicit, or endeavor to entice away from the Company any person who was, to your knowledge, at the date of the termination of your employment, an employee of the Company and with whom, during the 24 months preceding the date of such termination, you had contact as a result of your employment with the Company.

19. Compensation:

The payment of all compensation shall be made in accordance with the relevant Policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. You shall not be entitled to benefits other than what has been expressly stated in the Terms of Employment . The compensation mentioned in the offer letter or any revised compensation communicated to you is provided on a gross basis. The Company makes no representation of any increase in compensation, either with regard to the quantum or duration of such increase in compensation. However, the Company will review your compensation periodically at the Company's sole discretion and will communicate any revised compensation to you.

20. Safe Custody of Company Material

You will be responsible for keeping safe and in good condition, any and all material entrusted to you by the Company, including, but not limited to, cellular phone, laptop, car and other devices or equipment provided by the Company ("Company Property").

In the event of any damage or loss to the Company Property entrusted to you, you shall be liable for the same and the Company reserves the right to deduct the cost of such articles, in accordance with applicable laws, from your compensation or take such other action that it may deem appropriate.

21. Background Verification:

Background verification (address, criminal and education, employment, reference checks or any other check as required by the Company from time to time) are conducted for all employees at any time during employment with the Company. If the information provided by you is misrepresented, the Company would take appropriate action leading up to termination of employment.

22. Disclaimer:

Your employment shall be deemed to have been made on the basis of the representations made or facts disclosed by in the application for recruitment or the forms filled at the time of appointment. You hereby also represent that all the contents of your resume, testimonials, references, application form, previous employment details and other information furnished by you are true and accurate. In case any fact or representation, at any time, is found to be wrong or is concealed, the same shall be held to be gross misconduct and the employment shall stand invalidated and shall be deemed to have been cancelled automatically without notice or compensation in lieu thereof.

The Company's practices, Policies, benefits, and procedures are under review on an ongoing basis and may be modified, altered, or eliminated at any time with applicable notice to employees, at the Company's sole discretion.

23. Non-Disparagement

During your employment or after the termination of your employment, you shall not ever, directly or indirectly, in public or private, in any manner, ratify, make or cause to be made, assist or encourage any third party, its affiliates or the equity holders, officers, directors, employees, agents and representatives of any entity associated or known to you to make or cause to be made, any disparaging, demeaning, deprecating, denigrating, defamatory, derogatory, libelous, slanderous, besmirching, discrediting, criticizing, embarrassing or other negative, misleading or false remarks, statement, comments or other expressions, orally or in writing, in whatever medium now or hereafter available, to any person or entity, including, without limitation, consumers, press and investors in, competitors of and advisors to the Company, its members, shareholders, directors, officers or employees and their respective reputations, or the investment or business strategy or plans, policies, practices or operations of the Company.

24. Governing law and Jurisdiction

This document shall be governed by the laws of India and any disputes arising out of or related to this document shall be resolved by arbitration (either through a sole arbitrator or a panel of arbitrators, as mutually agreed by the parties). The award of the arbitrator/s shall be final and binding on the parties hereto and arbitration shall be as per the provisions in force of the Arbitration & Conciliation Act, 1996. The arbitration shall be conducted in English language and the seat of arbitration shall be in IN - GURGAON VILLAGE NATHUPUR THE AMBIENCE CORPORATE TOWER II.

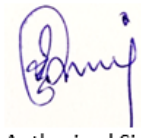
You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under these Terms of Employment. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

ANNEXURE- II
Compensation Details

Name	**Khushi**
Designation	**Associate Software Engineer**
Segment	**S&P Global Market Intelligence**

	Monthly (Rs.)	Annual (Rs.)
A. Earnings		
(i) Basic Salary 45% of Base Salary	33,750.00	405,000.00
(ii) Basket of Allowances (HRA, LTA, Child Education Allowance, Meal Coupon, Telephone Reimbursement, NPS and others as applicable from time to time)	41,250.00	495,000.00
BASE SALARY	**75,000.00**	**900,000.00**
B. Retirement Benefits		
(i) Employer's Contribution to Provident Fund 12% of Basic Salary (plus other allowances, where applicable as per applicable law)	4,050.00	48,600.00
TOTAL EARNINGS (A+B)	**79,050.00**	**948,600.00**
C. Pre Tax Deductions (Employee's PF Contribution)	4,050.00	48,600.00
Pre-Tax Take home	70,950.00	851,400.00

For **MARKIT INDIA SERVICES PRIVATE LIMITED**



Authorized Signatory

Additional Note:

a) Flexi Basket Allowance balance amount is paid as special allowance which is subject to tax as per the Income Tax rules in India
b) Gratuity will be governed as per the Statutory Law.

ANNEXURE III: MATERNITY BENEFITS PROVIDED AS PER THE MATERNITY BENEFIT ACT, 1961
(FOR WOMEN EMPLOYEES ONLY)

The Company shall provide the following statutory maternity benefits for women employees, who have worked with the Company for at least 80 (eighty) days in the 12 (twelve) months immediately preceding the date of expected delivery, as enumerated herein.

· **Leave of Absence:** A pregnant woman employee can seek a leave of absence by giving a notice in writing to the Company stating the dates of her absence from work and such leave of absence shall not exceed a period of 6 (six) weeks.

· **Abstinence:** A pregnant woman employee can make a request to the Company seeking abstinence from performing any work which is likely to have an adverse effect on her health, or affect her pregnancy, for a period of 1 (one) month immediately prior to a period of 6 weeks prior to the date of her expected delivery, or for any period during the 6 weeks prior to the date of her expected delivery if the woman employee has not availed leave during these 6 weeks.

· **Paid Leave:** Eligible women employees can avail paid maternity leave up to 26 (twenty-six) weeks. Out of these 26 weeks, the woman employee has the option to avail paid maternity leave up to 8 (eight) weeks prior to the date of her expected delivery.

· **Mother of 2 or more children:** A woman employee, having two or more children, is entitled to paid maternity leave up to a period of 26 (twenty six) weeks, and out of these 26 weeks, the woman employee has the option to seek paid maternity leave only up to 6 (six) weeks prior to the date of her expected delivery.

· **Additional Paid Leave:** Women employees can avail paid leave from the Company at the rate of maternity benefit, on production of relevant proof mandated by the Company:

1. For miscarriage or medical termination of pregnancy – up to 6 (six) weeks immediately following the date of her miscarriage or medical termination of pregnancy.
2. For tubectomy operation – up to 2 (two) weeks immediately following the date of the operation.
3. For illness arising out of pregnancy/delivery/premature birth/medical termination of pregnancy/miscarriage/tubectomy operation – up to 1 (one) month.

· **Commissioning Mothers/Surrogacy:** "Commissioning Mother" means a biological mother who uses her egg to create an embryo implanted in any other woman. A woman employee who is a Commissioning Mother can avail paid maternity leave up to 26 (twenty six) weeks, and the period of maternity leave will be calculated from the date on which the child is handed over to the Commissioning Mother.

· **Adoption:** A woman employee who has adopted a child below the age of 3 (three) months can avail paid maternity leave up to 26 (twenty six) weeks. The period of maternity leave will be calculated from the date on which the child is handed over to the adoptive mother.

· **Crèche Facility:** The Company will provide crèche facilities and a woman employee will be allowed four visits in a day to the crèche. This would also include her interval for rest.

· **Nursing Breaks:** A woman employee, having a child below the age of 15 (fifteen) months, will be allowed two breaks per day for nursing her child, and this would be in addition to her interval for rest.

· **Medical Bonus:** Every woman employee, who is entitled for maternity benefits, may receive a medical bonus of INR 3,500 (three thousand five hundred only), if the Company has not provided pre-natal and post-natal care, free of cost.

· **Work from Home:** An eligible woman employee has the option to work from home, if the nature of work assigned permits her to do so. This may be after availing the maternity benefit for such period and upon conditions mutually agreed between the Company and the said woman employee.

· **Posthumous award of benefits:** If the death of the woman employee occurs prior to her receipt of the benefits or amount due to her, the Company shall provide the due benefits or amount to her nominee or her legal representative.

ADDENDUM

1. Company would be providing Provident Fund for all its employees at 12% of basic salary (plus other allowances, where applicable) in accordance with applicable law. All employees will need to make an equal contribution to the Provident Fund. Any additional voluntary provident fund contribution will be at the discretion of the employee.

2. You will be eligible for Company's gratuity contribution as per the Payment of Gratuity Act.

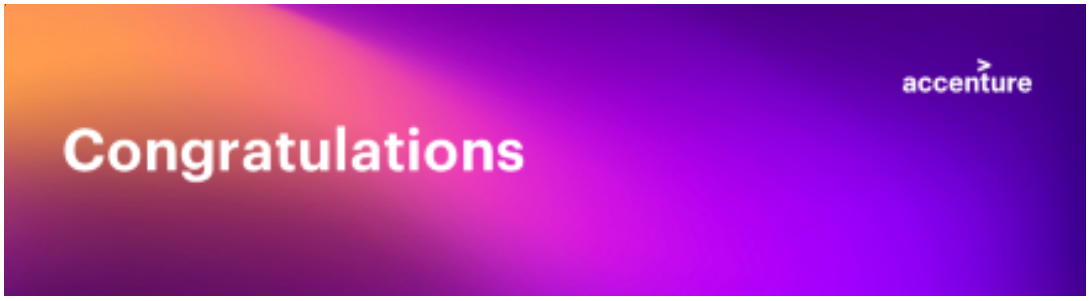
3. You will be eligible to participate in the applicable annual bonus plan ("Bonus Plan") with a target incentive opportunity of **10%** of your base salary. Actual payment under the Bonus Plan, if any, will be based on the degree of achievement of the established company and/or division objective(s) and your individual performance and contribution, as determined in the Company's discretion. Your award for the performance year will be pro-rated based on the number of days you have been employed with the Company. Awards may be less than the communicated target and are subject to your manager's assessment of your performance. Please note that your target opportunity and eligibility are not commitments to pay any award, as all payments under the Bonus Plan are discretionary. Target opportunities are subject to change by the Company in its discretion from year to year. In order to be eligible for each annual Bonus Plan, you must be employed on or before September 30th of the Bonus Plan year. Further, to receive a payment, you must be an employee in good standing and be employed by S&P Global, or any of its business units, on the Bonus Plan payout date.

You further agree that any Bonus payments linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

4. All tax liabilities arising out of the compensation shall be borne by you.

5. Company provides employees with tax exemptions to help them avail their compensation in the most tax efficient manner. These can be availed as per the tax regulations.

6. If the relocation benefits are being extended, the Company will reimburse for expenses incurred towards relocation as per terms and limits defined in the Domestic Relocation Policy. You will be required to submit documentation of expenses incurred within three months from the date of relocation. If you voluntarily separate from Company employment or are terminated for cause within 12 months from the date of relocation, you agree to full restitution of this amount including the relocation allowance to Company. The amount can be adjusted at the time of seeking clearances or the Company will be entitled to deduct/adjust the amount in the full and final settlement.



04 March 2024

C06351709
Satvik Tripathi
H.No 3/12 Vishnupuri Colony Kursi Road Aliganj Lucknow

Dear Satvik Tripathi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 Remote working condition - Declaration
• Annexure 4 for declaration
• Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

 Candidate's Signature:{{Sig_es_:signer1:signature}}

which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

• The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

Candidate's Signature:{{Sig_es_:signer1:signature}}

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Satvik, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Harsh Rajesh jain at https://indiacampus.accenture.com/myzone/accenture/auth/login should you have anything you would like to discuss further.

Yours sincerely,

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Satvik Tripathi

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 383,000/-**
(B) Variable Bonus earning potential	**8.5%**
Annual Total earning potential (A+B)	**INR 415,555/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 6,400/-**
Notional Insurance Premium paid by Company	**INR 13,800/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 421,955/-**
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 5,700/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

 Candidate's Signature:{{Sig_es_:signer1:signature}}

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

2. Personal Accident coverage for self, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

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• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

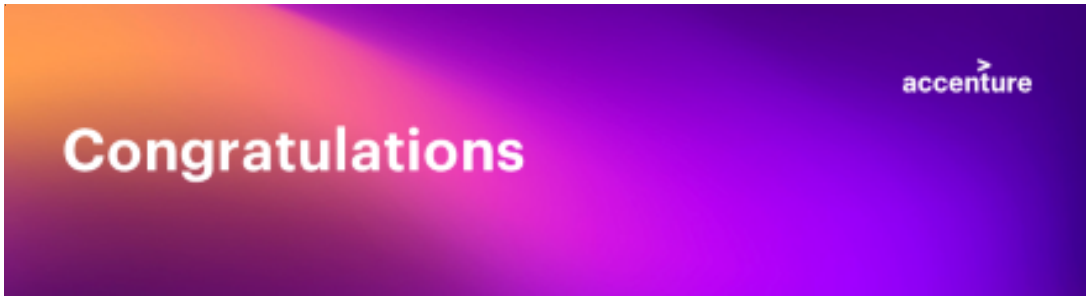
ACKNOWLEDGED AND AGREED:

_____
Satvik Tripathi

Date: {{Dte_es_:signer1:date}}

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

 Candidate's Signature:{{Sig_es_:signer1:signature}}



06 March 2024

C06351690
Sheel Bhadra Joshi
Plot No. C-74, Flat No. S-4, Shalimar Garden, EXTN-2, Sunday Market Road, Sahibabad

Dear Sheel Bhadra Joshi,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Management Level - **12**
Job Title - **Packaged App Development Associate**
Job Family Group - **Software Engineering**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

• Annexure 1 for the compensation and benefits details.
• Annexure 2 for documentation to be submitted by you.
• Annexure 3 Remote working condition - Declaration
• Annexure 4 for declaration
• Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Management Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks,

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which may occur at any time prior to or after the effective start date of your employment.

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Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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• After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

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By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of **INR 10,000/-**.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:
Your joining the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

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If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/ communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Sheel, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Harsh Rajesh jain at https://indiacampus.accenture.com/myzone/accenture/auth/login should you have anything you would like to discuss further.

Yours sincerely,

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED:

Candidate's Signature {{Sig_es_:signer1:signature}}
Sheel Bhadra Joshi

_____

Date: {{Dte_es_:signer1:date}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	**INR 383,000/-**
(B) Variable Bonus earning potential	**8.5%**
Annual Total earning potential (A+B)	**INR 415,555/-**
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 6,400/-**
Notional Insurance Premium paid by Company	**INR 13,800/-**
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	**INR 435,755/-**
(D)##Additional Discretionary WFH Benefits/Reimbursements	
Annual Internet reimbursement	**INR 12,000/-** (capped at **INR 1,000/-** per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	**INR 5,700/-** [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.
*As defined by applicable law from time to time.

VARIABLE BONUS

 Candidate's Signature:{{Sig_es_:signer1:signature}}

You will be eligible to participate in the FY23-24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

BENEFITS APPLICABLE FOR CURRENT COMPANY FINANCIAL YEAR

In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:

Insurance Policy	Coverage for	Coverage Amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	**INR 5,00,000/-** per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of **INR 7,50,000/-**	Company
Future Service Liability	Self	Up to **INR 20,00,000/-**	Company
Employee Deposit Linked Insurance (EDLI)	Self	**INR 7,05,000/-** (If you contribute towards Employee Provident Fund)	Company

1. a. Medical Insurance for self, spouse/partner and 4 dependent children up to **INR 5,00,000/-** per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.
b. You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to **INR 20,00,000/-** and siblings up to **INR 10,00,000/-**. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to **INR 30,00,000/-**. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time
c. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
• 10% of such claims for self, spouse /partner and 4 dependent children
• 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan

2. Personal Accident coverage for self, up to three times your annual fixed compensation.
a. You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to **two times** of your annual fixed compensation with minimum cover of **INR 7,50,000/-**
a. You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

*Employee Share Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6.Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

JOINING BONUS

You would receive a discretionary joining bonus of **INR 25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the **first month's** salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of **12 months** of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.

Please note:
• Joining bonus amount, so paid to you, shall be considered as taxable income for all purposes. Applicable taxes will be deducted via payroll at the time of payment of joining bonus to you

RELOCATION ASSISSTANCE

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of **INR 2,500/-**, to be reimbursed on actuals along with appropriate supporting bills towards the following:
• Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.

Candidate's Signature:{{Sig_es_:signer1:signature}}

• Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
• Expenses towards movement of one vehicle including Road Tax / Octroi
• Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates reg your relocation assistance, 30 days before your date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type-Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

STATUTORY BONUS

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Relocation Assistance programme guidelines.

GST CLAUSE

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:
Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

GENERAL TAX

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

 Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 2 : REQUIRED DOCUMENTATION

• Two copies of your recent passport size photographs (mandatory to be submitted on day 1)
• PAN card copy (mandatory to be submitted on day 1)
• Document/s containing start date and end date of the last two employers
• Copy of Degree/PG/Diploma (wherever applicable) certificates
• Copy of all semester mark sheets (last semester mandatory)
• Relieving Letters from previous employer
• UAN Number and PF Statement for your last two employments before Accenture
• Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture
• Experience Certificate from 2 previous employers (if relieving letters not submitted)
• Passport copy , if available (if not please apply immediately)
• Certification Completion Document (as mentioned in the eligibility criteria)

Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 3: REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

• You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location [referred as your Accenture Base Location]

• Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

• I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.

• I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property

• I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role

• I agree and undertake to follow the work timings defined by my organization

• I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role

• I understand and confirm that I will be responsible for safety and security of the company assets assigned to me

• I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my Accenture Base Location

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 4 : DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.
I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to company, including any such documents or materials from my previous employer. To the extent I feel that my employment at company would require me to bring any third party documents or materials to company I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

_____
Sheel Bhadra Joshi

Date: {{Dte_es_:signer1:date}}

Disclaimer
“This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of company and its affiliates and may contain copyright material or intellectual property of company and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or company immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of company and its affiliates. company does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference.”

 Candidate's Signature:{{Sig_es_:signer1:signature}}

INTERNSHIP OFFER LETTER

17-Oct-2023

Mr. Danish Sharma
Bangalore

Dear Danish,

Congratulations! With reference to your application and subsequent interview you had with us, we are pleased to offer you an internship opportunity with Nestaway Technologies Pvt. Ltd.

On the acceptance of this offer, you will begin your project on **1-Nov-2023** and the project will end on **30-June-2024.** During this period, you will be eligible for a stipend of **45,000 per month**. You will be working in the **Technology (Development) department** as an **Intern.**

During your association with us, you may have access to trade secrets and confidential business information belonging exclusively to Nestaway. By accepting this offer, you agree that during your internship with the Company and for a period of two (2) years following the termination/closure of such internship for any reason at the sole discretion of the Company, you shall not directly or indirectly divulge or make use of any Confidential Information outside of your internship with the Company (so long as the information remains confidential) without the prior written consent of the Company.

You shall not directly or indirectly misappropriate, divulge, or make use of trade secrets for an indefinite period of time. You further agree that if you are questioned about information subject to this Agreement by anyone not authorized to receive such information, you will notify the Company within 24 hours from the receipt of such an event. You acknowledge that applicable Indian law may impose longer duties of nondisclosure, especially for trade secrets of the Company, and that such longer periods are not shortened by this Offer letter.

You will not engage or interest yourself, whether for reward or gratuitously, in any work or business not related to your duties in the Company or undertake any external office/assignment without the Company's prior written consent during the duration of your internship with the Company.

By accepting this offer, you agree that throughout your association with us, you will observe all policies and practices governing the conduct of our business and employees, including but not limited to our policies prohibiting discrimination and harassment or any other policy applicable from time to time.

You hereby do assign and transfer to the Company and its successors, all your rights, title and interest therein including but not limited to copyright in any original work of authorship created by You, whether alone or jointly, or anything created, encoded, developed or reduced to practice with others or any inventions, discoveries, designs, developments, improvements, copyright material, and trade secrets ("Inventions") created by You during the course of your internship with the Company. You will be eligible for PPO after the completion of your internship duration based on your performance. Full time equivalent post internship compensation to be determined based on performance evaluation at the conclusion of the internship. (8 LPA- 12 LPA INR annual CTC)

Danish Sharma

Also kindly give note that the Company may terminate your internship at any time, with or without cause by giving one week notice to you.

Nestaway Technologies Pvt. Ltd., welcomes you aboard and wishes you a very happy and satisfactory association with us. We wish this association is mutually fruitful and growth oriented.

For **NestAway Technologies Pvt. Ltd.**,

Ismail Khan
COO
khan@nestaway.com

Form of Acceptance

I, **Danish Sharma**, have read, understood, and accept the offer on the above terms and conditions and shall join on **1-Nov-2023**.

Signature: Danish Sharma _____ Date: 18/10/2023

Newgen Software Technologies Limited
CIN: L72200DLI992PLC049074, B-19, Sector 132, Noida 201304, UP India
Tel: +91 120 6086444

Ref no: DC/2023-24/013683 **December 28, 2023**

Ms. Ishita Sarin
C73 Bathla Apartments,
Patparganj, Ip Extension,
Delhi,
Delhi - 110092

Sub: - Offer Letter For Internship

Dear Ms. Sarin,

Congratulations! We are pleased to inform you that you are one of the chosen few who have proven their worth in 'NEW...GENESIS' - our Campus Engagement Program.

We have accelerated our ambitions to achieve leadership position as a formidable player in the established and in the emerging verticals across the globe. We stand at the threshold of a new era of business opportunity that will completely alter the course of the destiny of Newgen and Newgenites. You will have the opportunity to be part of the growth engine which will fuel the zeal to deliver world class productized software solutions in the business domains of today and tomorrow.

With this, we extend the opportunity to complete your final semester project internship with us. During the internship period you will be designated as **Software Design Engineer (T)** and will be paid a stipend of **₹ 20000/- per month.** By the end of the successful completion of your internship, and on getting awarded with degree from your respective university, you will be appointed as a Software Design Engineer and detailed employment letter will be issued to you.

You are required to report for your internship in **January, 2024** at **B-19, Sector - 132, Noida (U.P)-201304.**

The Joining date will be communicated in the joining email one month prior to onboarding.

During this period, you are required to abide by the terms & conditions annexed here to.

We wish you a long and rewarding career with us.

For **Newgen Software Technologies Limited**

Surender Jeet Raj
Executive Vice President - Global Business Strategy & HR

**This is a system generated offer letter, hence does not require signature.

TERMS AND CONDITIONS OF INTERNSHIP OFFERED TO

MS. ISHITA SARIN

1. Your appointment or continuance in the internship is subject to:

   i. The satisfactory verification of your character, antecedents and testimonials.

   ii. The authenticity & accuracy of the details provided by you to the company would enable us to judge your suitability for employment and it is assumed that the details you have provided are true to the best of your knowledge and belief. Should it be found afterwards at any stage that you have given wrong information/misrepresented the facts, your services are liable to be summarily terminated.

   iii. You are being found medically fit and continuing to remain medically fit. Before joining your duty, you are required to produce a medical fitness certificate issued by a Medical officer of a recognized Govt. hospital in a defined Performa.

2. You can be transferred/posted/deputed from time to time, as & when necessary keeping in mind the nature of work assigned to you at the sole discretion of the Company, anywhere in or outside India, to any of company's department(s) or location(s) or regional office(s) or to the department(s) or location(s) or branch (es) or rolls of any of its subsidiaries or associates, presently existing or which may be setup in the future.

3. You shall be bound by the relevant provision of Newgen Work from home policy and you shall seek prior permission from supervisor before availing WFH option.

4. You may be required to work in shifts, if and when fixed by the company from time to time as per business requirements and the applicable rules will apply in that regard.

5. You will be required to implement and act in accordance with the Company's Information Security Management System (ISMS), and protect assets from unauthorized access, disclosure, modification, destruction or interference.

6. You will be bound by the Code of Conduct and other rules, regulations, policies and orders issued by the company from time to time in relation to your conduct, discipline and service conditions etc. as if these conduct rules, regulations, policies et al, were part of this contract of appointment. Company reserves the right to alter/rescind the terms & conditions of service at its discretion.

7. In case of you being found violating or not biding by the Code of Conduct and other rules, systems, regulations policies and orders issued by the company, you will be liable for disciplinary action under the Disciplinary Action Policy of the Company.

8. On the day of your joining the Company, you will be required to sign the Non-Disclosure Agreement, which covers Company's right to protect the inventions, discoveries, ideas, proprietary & confidential information & any similar or related rights and maintaining it secrecy during and after your employment.

9. Kindly carry original copies and one attested photocopy of the documents listed in Annexure B. If you accept this offer, kindly notify your acceptance by signing the attached copy of this letter and return it to us.

I confirm that I have read and understood the above terms & conditions as applicable during my internship period and accept my obligations and liability pertaining to them.

Ishita Sarin

29/12/2023

Geekster

April 11, 2024

Ms. Soumya Goyal

Subject: Internship Letter with QuantumBit Technologies Pvt. Ltd.

Dear Soumya,

We are pleased to offer you an internship at QuantumBit Technologies Private Limited (herein referred as Geekster) as an **Operation - Intern**. Your internship shall commence from **April 16, 2024** and will be for the duration of **3 months**.

The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.

2. During this period, you will be entitled for a fixed stipend of INR 15,000/- per month.
3. Your timings will be from 11:00am to 8:00pm, Monday to Saturday.

4. Disciplinary issues, non- performance, non-adherence to code of conduct during internship can result in termination of internship.

Please confirm your acceptance of this offer. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Yours Sincerely,

For QuantumBit Technologies Pvt. Ltd.

AUTHORIZED SIGNATORY

Dear Sumeet, 23-04-2024

We are pleased to offer you the full-time position of 'Intern-Software Engineer' at GoMilestone Pvt. Ltd. considering **you must join us by Monday (i.e. on or by April 29th 2024)** contingent upon submission of NOC letter from your college, PAN card, permanent and local address proof, and a passport size photograph. We believe your skills and experience are an excellent match for our company. **For any reason if you don't join by 29th April 2024, this offer won't be valid or applicable**.

Benefits

- The stipend/salary for this position is 16,634 INR Per Month (In hand) as net pay.
- After 6 months, your performance will be evaluated and if it is good, your CTC will be updated to 3.5 LPA including PF, Gratuity etc.

Terms and Conditions

- 30 days provision period is applicable
- 1 month notice period from both parties - This is applicable once the provisional period is over
- Strict NDA

Your employment with GoMilestone Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason as per the contract which shall be signed upon joining. This letter is not a contract or guarantee of employment for a definite amount of time.

Please confirm your acceptance of this offer by confirming with the following documents:

1. PAN Card
2. NOC letter from the college
3. Aadhar card
4. Permanent address
5. Local Address
6. Father/Brother/Mother contact number for emergency
7. Passport picture
8. Bank account details

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Nitin Vajpayee
Talent Acquisition
GoMilestone Private Limited
Mob - +91-9873099826
www.gomilestone.com

Teachnook
STARTING POINT FOR YOUR CAREER PATH

OL No: TN17666 **Date : 22 November 2023**

Dear **Garv Mehta**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 17 January 2024

Training Period : **17 January 2024 to 26-January-2024 - (Unpaid)**
OJT Start Date: **27-January-2024**
OJT End Date: **26-July-2024**

Location of Training: Bangalore
Stipend: INR **15000** Per Month
Incentives : INR **10000**
Target: **180000** INR per month.

Pre - Placement Offer **:- 4 to 6 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **17 January 2024.**

SIGNATURE:_____ DATE:_____
(Candidate's Signature)

TEACHNOOK EDUTECH
14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com

Training Policy

▪ Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.

▪ The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).

▪ During the training period you will receive all the benefits that are entitled for trainees.

▪ At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.

- Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.

▪ All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.

▪ Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.

▪ You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.

▪ Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.

▪ The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

TEACHNOOK EDUTECH
14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com

ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records,Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:_____ DATE:_____

(Candidate's Signature)

TEACHNOOK EDUTECH
14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102
Mob: +91 90190 30545 hr@teachnook.com

Technoarch Softwares
(a unit of callisto Technologies Private Limited)
Address: B-25, Sector-2
Noida - 201301, U.P.
Web: www.technoarchsoftwares.com
Email: hr@technoarchsoftwares.com

To Whomsoever It May Concern

05/12/2023
Himanshu Jindal

INTERNSHIP OFFER LETTER

Dear Himanshu,

Technoarch Softwares (a unit of Callisto Technologies Pvt Ltd) is pleased to offer you an internship opportunity as **Python Developer Intern**. You will report directly to **Nitish Kansal**. This position is located in **Noida, UP.**

For this position, your major duties will include **learning of Python concepts and contribution in internal and client projects**. Your schedule will be approximately 40 hours per week beginning 03/01/2024.

Please review, sign and return via Email to confirm acceptance, no later than close of business on 18/12/2023.

Congratulations and welcome to the team!

Sincerely,
Nitish Kansal

Director
Callisto Technologies Pvt Ltd

I accept the above offer, and will begin on: 03/01/2024

_____/_____

Signature Date

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TURING

19, 4th C Cross Road, KHB Colony,
Industrial Area, 5th Block
Koramangala, Bengaluru
Karnataka - 560095, India
Turing.com

INDIVIDUAL EMPLOYMENT AGREEMENT
Strictly Private and Confidential

10 May 2024

Kanishk Gupta
kanishkguptadps@gmail.com

Dear Kanishk Gupta,

Subject: Conditional Offer for Employment

TURING GLOBAL INDIA PRIVATE LIMITED (the "Company") is pleased to offer you an opportunity for full-time employment subject to the terms and conditions set forth in this Individual Employment Agreement, for the position of **Delivery Data Analyst**.

Upon your acceptance of this offer of employment and subject to the contingencies noted below, including the successful completion of your background checks by the Company, you will be required to join on **15 July 2024,** or such a later date as may be communicated to you by the Company.

Your total all-inclusive gross annual compensation on a cost-to-company basis will be **₹ 7,50,000**.

This shall include your basic salary and various allowances, which may be claimed in compliance with and subject to limits under applicable tax laws and the Company's policies and practices. You will be remunerated for your services as detailed in **Annexure B** appended to this Individual Employment Agreement in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company. All payments by the Company shall be subject to statutory deductions and contributions. Any provident fund and/or pension fund contribution that the Company shall be required to make on your behalf shall be deducted from your compensation. The terms and conditions of your employment with the Company are set out within **Annexure A** to this letter.

Below are the details:

Base Salary. You will be paid a base salary of **₹ 7,50,000**.

This will be paid per year, paid on a monthly basis, less applicable withholdings and deductions. All reasonable business expenses that are documented by you and incurred in the ordinary course of business and approved in advance will be reimbursed in accordance with the Company's standard policies and procedures.

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TURING

Please note that this offer of employment is contingent upon the following:

(1) your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of employment;

(2) there being no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or on the Company.

The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it receives any negative background check results, it determines that any contractual or other obligation may limit your ability to engage in business activities for the Company, or if you are found to be part of any pending investigation (whether judicial, quasi-judicial or otherwise).

Further, this offer of employment is being issued to you on the understanding that all the information furnished by you to the Company, both at the time of the interview as well as in your application, is complete and correct. If the Company discovers after you join the Company that you have withheld certain information or that the information provided by you is false and/or incorrect or incomplete, the Company reserves the right to terminate your employment without enquiry, without notice, and/or without payment of any compensation whatsoever.

If you wish to accept our offer along with the terms and conditions hereunder, please electronically sign this letter within **3 days** from the date of this letter. This offer shall automatically lapse unless you confirm your acceptance and return to us a copy within the prescribed time.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants in order to seek their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact the undersigned.

Yours sincerely,
TURING GLOBAL INDIA PRIVATE LIMITED

Sivaramakrishnan Kalyanaraman
Director, HR Operations

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TURING

Acceptance

I hereby accept the offer along with the terms and conditions of employment with TURING GLOBAL INDIA PRIVATE LIMITED. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Signature: DocuSigned by: 77DDD871CC8942E...

Name: Kanishk Gupta

Date: 5/10/2024

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TURING

ANNEXURE A

Terms and Conditions of Employment

1. INTRODUCTION

1.1. The Company's offer of employment and these terms and conditions ("Agreement") are based on the particulars, information and declarations provided by you. Suppose at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you. In that case, the Company reserves the right to terminate your employment immediately.

2. PROBATION

2.1. Your employment will be subject to six (6) months of initial probationary period, which shall commence from the date you begin work duties for the Company. During the probationary period, your employment can be terminated by the Company without notice under applicable law. If your performance is satisfactory to the Company during this period, then your employment shall be deemed confirmed unless the Company extends the probationary period in writing or terminates your employment. Your probation shall automatically be deemed to have been extended in a situation where you do not receive the aforesaid written communication from the Company. Depending on your performance and/or any other relevant consideration, the Company may choose to extend such probationary period to the extent it deems fit.

3. DUTIES AND RESPONSIBILITIES, TRANSFER, ETC.

3.1. You may be required to perform other duties as required by the Company from time to time. You shall not refuse to perform other duties and undertake responsibilities as and when called upon to do so by the Company.

3.2. You shall deliver all work assignments to the Company in the manner prescribed by the Company and in accordance with the requirements of the entities with which the Company has contracted, currently or in the future.

3.3. During the term of your employment, in addition to your assigned tasks and work responsibilities, the Company may require you to interact and work directly or indirectly with external entities and/or authorized representatives of such entities. While dealing or working with such associates, you are expected to act as a brand ambassador of the Company through courteous conduct, positive behaviour, cooperative attitude and working skills so that the reputation and goodwill of the Company is enhanced and not adversely affected. Any omission or commission on your part, brought to the notice of the Company may result in strict disciplinary action against you, including but not limited to termination of employment.

3.4. Depending on business needs, the Company may, at its sole discretion, change your designation or transfer you to any other team, department or office of the Company or of its Affiliates (as defined in Section 14).

3.5. The Company has a right to assign or second you to any Affiliates, departments, subsidiaries or associate companies of the Company or to any group companies in which the Company may have an interest whether existing or which may be set up or established or acquired in future in any other location in India or to any third parties. The Company does not guarantee the continuation of any benefits at the new location. In all such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

3.6. During the term of your employment, you agree to devote all your skill, knowledge and working time to the satisfactory performance of your duties and responsibilities and agree to perform your duties with

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diligence and devotion. While in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part-time basis nor shall you offer your services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. You will comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

3.7. Your employment will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the Company's rules, regulations and such other practices, systems, procedures and policies, as implemented and/or amended by the Company from time to time.

3.8. You must be medically fit to perform the duties assigned to you. As necessary, you may be required by the Company to undergo a medical assessment from time to time to determine medical fitness.

3.9. You shall not engage in activities that could result in a conflict of interest with the Company without prior approval from your manager. Any conflict of interest or potential conflict of interest must be immediately disclosed to the Company.

3.10. Your employment will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. You shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with the knowledge that some, or all of that money, or other things of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

3.11. From time to time, the Company may require you to undergo specialized training, whether onsite or offsite, in order to enhance your skills and capabilities. Such training is also likely to enhance your career prospects. As a result, and as a condition of our offer, the Company may require you to sign a training agreement and provide a commitment to work and remain in the Company's employment for a minimum term as provided in the training agreement, failing which, you shall be liable to reimburse the training expenses and pay liquidated damages to the Company.

4. REMUNERATION AND BENEFITS

4.1. Your total all-inclusive gross annual compensation of **₹ 7,50,000**.

- Your salary, payable on a monthly basis, shall be inclusive of applicable statutory benefits, if any, and tax as required by law to be deducted at source by the Company. Any contributions (including but not limited to any provident fund contributions) to be made by the Company on your behalf shall be deducted from your salary. The Company may provide you with a compensation breakdown under separate cover; however, the Company reserves the right to amend or replace the compensation structure at any time in its sole and absolute discretion.

4.2. Your compensation may be amended from time to time by the Company at its sole discretion. You understand and acknowledge that any future increments, promotions or any other incentives shall be based on your performance during employment and solely at the discretion of the Company.

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4.3. You may be eligible to participate in any and all benefit programs that the Company establishes and makes available to similar-level employees in India from time to time, provided that you are eligible under (and subject to all provisions of) the plan documents governing those programs. The benefits made available by the Company, and the rules, terms, and conditions for participation in such benefit plans may be changed by the Company at any time and from time to time without advance notice.

4.4. You may be eligible to participate in any discretionary incentive schemes implemented and/or amended by the Company from time to time. Any such schemes may provide cash or non-cash incentives at the Company's sole and absolute discretion and pursuant to the terms and conditions of any applicable incentive plan. You acknowledge and agree that any such incentives shall only be provided at the Company's discretion, may be amended or discontinued at any time by the Company for any reason, do not form part of your contractual entitlements, and shall not be used in order to calculate your employee benefits including but not limited to any applicable termination entitlements.

4.5. You will be eligible for reimbursement of up to **₹ 1,00,000/**for purchase of a suitable laptop, payable to you upon the timely submission of a receipt to the company evidencing its purchase, in accordance with the Company's business expense reimbursement policy.

4.6. The Company reserves the right to amend, alter or cease to provide (without compensation) any benefit (including any commission plan or incentive-based pay) at any time.

4.7. You are entitled to leaves and public holidays in accordance with applicable law and the Company's policies as implemented and/or amended from time to time.

5. TRAINING AND COST

5.1. The Company hereby agrees to provide you knowledge and training in the area of Large Language Models and any other areas as may be determined by the Company from time to time ("Training").

5.2. You acknowledge that the Company shall incur considerable expenditure towards *inter alia* financial resources, operational resources, training, time by its senior resources, infrastructure, etc., for imparting the Training to you, which is estimated to be a minimum of Rs. 1,50,000 (Rupees One lakh Fifty Thousand only) ("Cost of Training").

5.3. In consideration of the Cost of Training that the Company will incur for providing the Training , you hereby agree to be in the employment of the Company, for a period of at least 2 (two) years from the date of joining . Accordingly, you agree and undertake that you shall not resign from your employment with the Company, or do any actions/ omissions which may give the Company sufficient reasons to terminate your employment, before the expiry of 2 (two) years from the date of joining.

5.4. You agree that you will undergo the Training as per the schedule and such terms and conditions as may be prescribed by the Company from time to time. Further, you agree to always abide by the terms of your employment with the Company, including the applicable policies of the Company.

5.5. You agree and undertake that in case you commit a breach of any of the above conditions, or resign from or leave/abandon the employment with the Company, and/or neglects in performance of any duty assigned to You leading to termination of your employment with the Company, you shall pay an amount of Rs. 1,50,000 (Rupees One lakh Fifty Thousand only), towards compensating the Company for the Cost of Training incurred by the Company, and the loss which may be suffered by the Company pursuant to such breach, resignation, abandonment or negligence, as the case may be.

6. WORK LOCATION AND HOURS OF WORK

6.1. You shall perform your work remotely. The Company may, at its option, ask you to report to the Company's offices, The Company reserves the right to change the office location or relocate you, as may be desired by the Company from time to time.

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6.2. You shall be required to work such hours and days as applicable to your office location and work duties, including night shift, changing shifts, weekends, on-call, and/or holidays subject to the maximum permissible work hours and days by law or policy. Your specific work hours and days shall be as stipulated under the Company's policies, or as otherwise directed by the Company. However, you may be required to work additional hours and/or days as and when necessary to properly and effectively perform your duties and responsibilities.

6.3. The Company may require you from time to time, to travel to locations in India or overseas and work out of client's/customer sites. The Company may also require you to engage in travel on behalf of the Company and/or to work night hours as necessary for legitimate business reasons. You expressly agree to accept such travel and hours of work without any additional compensation. Reasonable and necessary professional expenses for travel and lodging, incurred by you, in furtherance of Company business, shall be reimbursed to you in accordance with the Company's travel and expense policies, as implemented and/or amended from time to time, upon presentation of documentary evidence that is acceptable to the Company.

7. SECRECY & CONFIDENTIALITY

7.1. You shall not during and after the termination of your employment with the Company, give out, publish, disclose, disseminate or divulge to any person or entity, by word of mouth or otherwise, the '**Proprietary** and **Confidential Information**' of the Company and its Affiliates and their clients/customers, that shall include but not limited to, all information, software (whether in object or source code), statistics, data, database, knowledge, trade secrets, inventions, product details, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, or organizational matters which is communicated to you or acquired by you or which may have come to your knowledge by virtue of being an employee of the Company, and might be of a nature not generally known to others operating in the Company's area of business.

7.2. You acknowledge that the Company has explained that such Proprietary and Confidential Information is the valuable property of the Company and its Affiliates and is critical to the business of the Company. Further, you shall not at any time, whether during or after the period of employment with the Company, use such Proprietary or Confidential Information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than the Company and its Affiliates.

7.3. Notwithstanding the aforesaid provisions, you may disclose Proprietary and Confidential Information where ordered to do so, by any government, judicial or quasi-judicial authority; provided however, that you must provide the Company reasonable notice of any prospective disclosure and assist the Company in obtaining any applicable exemption or protective order preventing such disclosure.

7.4. When requested by the Company, or immediately upon termination of your employment for any reason, you shall return to the Company or to its nominees Proprietary and Confidential Information, including copies thereof, irrespective of storage or presentation medium, including all electronic and hard copies, and any other material containing or disclosing any Proprietary and Confidential Information which is in your possession, power and control. You agree that you will not make or retain any copies of such Proprietary and Confidential Information.

7.5. The obligations in this Section 7 shall remain in full force and effect during your employment and after the termination of your employment for any reason.

8. INTELLECTUAL PROPERTY

8.1. When acting within the scope of your employment (or otherwise on behalf of the Company), you will not use or disclose your own or any third party's confidential information or intellectual property (collectively, "**Restricted Materials**"), except as expressly authorized to you by the Company in writing. Further, you

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have not retained anything containing any confidential information of a prior employer or other third parties, whether or not created by you.

8.2. You acknowledge the Company's proprietorship and sole ownership over all intellectual property ("Inventions") and intellectual property rights ("Intellectual Property Rights"). "**Invention**" means any idea, concept, discovery, invention, development, technology, work of authorship, trade secret, software, firmware, tool, process, technique, know-how, data, plan, device, apparatus, specification, design, circuit, layout, mask work, algorithm, program, code, documentation or other material or information, tangible or intangible, whether or not it may be patented, copyrighted or otherwise protected (including all versions, modifications, enhancements and derivative works thereof). "**Intellectual Property Rights**" means any and all patent rights, copyright rights, mask work rights, trade secret rights, sui generis database rights and all other intellectual and industrial property rights of any sort throughout the world (including any application therefor).

8.3. To the fullest extent under applicable law, the Company shall own all right, title and interest in and to all Inventions (including all Intellectual Property Rights therein or related thereto) that are made, conceived or reduced to practice, in whole or in part, by you during the term of your employment with the Company and which arise out of any use of Company's facilities or assets or any research or other activity conducted by, for or under the direction of the Company (whether or not conducted at the Company's facilities, during working hours or using Company assets), or which are useful with or relate directly or indirectly to any Company Interest (meaning any product, service, other Invention or Intellectual Property Right that is sold, leased, used or under consideration or development by the Company). You will promptly disclose and provide all of the foregoing Inventions (the "**Assigned Inventions**") to the Company.

8.4. You hereby irrevocably, absolutely and perpetually assign the Assigned Inventions, and your worldwide rights, including Intellectual Property Rights that subsist in you to the Company free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957 of India (as amended), any assignment in so far as it relates to copyrightable material shall not lapse and the rights transferred therein shall not revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any such assignment, pursuant to Section 19A of the Copyright Act, 1957. You waive all your rights pertaining to such Inventions, which may not be assignable or transferable in law. You hereby undertake that no future claims, actions or demands will lie in respect of such waived rights pertaining to the Inventions, which may not be assignable or transferable in law. Assigned Inventions shall not include any Invention (i) that you develop entirely on your own time; (ii) without use of any Company assets; and (iii) which is not useful with and does not relate to any Company Interest.

8.5. You represent and warrant that you will not use or integrate any third-party materials or data that are not validly licensed to the Company in the Inventions that you generate. You further represent and warrant that you have not violated the intellectual property rights of any third party, and that you shall not violate the intellectual property rights of any third party in the course of your employment with the Company. Provided that, in the event the Company is held liable for your violation of any intellectual property rights, you undertake to indemnify the Company or Affiliate as the case may be, against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

8.6. You will fully assist the Company, at its expense, to evidence, record and perfect such assignments, and to perfect, obtain, maintain, enforce and defend any rights specified to be so owned or assigned. Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorney to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of Intellectual Property Rights with the same force and effect as if executed and delivered by you. The

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Company reserves the right to appoint another attorney in lieu of the attorney as appointed hereinabove.

8.7. If you wish to clarify that something created by you prior to your employment that relates to the Company's actual or proposed business is not within the scope of this Agreement, you must list it on **Annexure C**. If (i) you use or disclose any Restricted Materials when acting within the scope of your employment (or otherwise on behalf of the Company), or (ii) any Assigned Invention cannot be fully made, used, reproduced or otherwise exploited without using or violating any Restricted Materials, you hereby grant and agree to grant to the Company a perpetual, irrevocable, worldwide, royalty-free, non-exclusive, sub licensable right and license to exploit and exercise all such Restricted Materials and Intellectual Property Rights therein. You will not use or disclose any Restricted Materials for which you are not fully authorized to grant the foregoing license.

8.8. To the extent allowed by applicable law, the terms of this Section 8 include all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as moral rights, artist's rights, droit moral or the like (collectively, "**Moral Rights**"). To the extent you retain any Moral Rights under applicable law in relation to the Assigned Inventions, you hereby waive such rights, ratify and consent to any action that may be taken with respect to such Moral Rights by or authorized by the Company and agree not to assert any Moral Rights with respect thereto. You will confirm any such waiver, ratification, consent and/or agreement from time to time as requested by the Company.

9. TERMINATION OF EMPLOYMENT AND GARDEN LEAVE

9.1. Following the successful completion of your probationary period, your employment may be terminated at any time by either party by serving the other with two (2) months' notice in writing. In the event such termination is made before the end of the probationary period, the notice requirement for either party shall be (one) month. If you have given the notice to resign from employment, you are expected and required to diligently serve the entire notice period. The Company may in its sole discretion, pay you in lieu of notice.

9.2. Notwithstanding the provisions of Section 9.1 or anything else to the contrary, the Company may terminate your employment with immediate effect without notice or payment in lieu of notice, for any misconduct including, but not limited to:

- your fraudulent, dishonest or undisciplined conduct;
- your willful suppression of material information or misrepresentation or provision of false information at the time of interview, appointment or during the course of employment;
- your breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's property;
- your failure to comply with the directions given to you by your manager or any other authorised person;
- your insolvency or conviction for a criminal offence or you are found to be involved in any act which is punishable as an offence under the Indian Penal Code, 1860 within or outside the premises of the Company;
- your breach of the terms or conditions of this Agreement or the Company's policies or other directions of the Company;
- your abetting a strike in contravention of any law for the time being in force;
- your unauthorised absence for a continuous period of 10 days from work (including due to unapproved overstay of leave/ training);
- your conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients; or
- any other misconduct on your part as provided under applicable law or Company policies.

9.3. In case you are charged with any act of misconduct, you may be suspended from service pending enquiry subject to applicable law.

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9.4. Your employment with the Company shall automatically terminate upon your death, or upon your permanent disability, mental or physical illness that impedes your work efficiency and performance.

9.5. You shall retire from the Company upon reaching the age of 60 years. The Company however reserves the right to extend the retirement age.

9.6. The Company shall be entitled to place you on 'garden leave' during any period of notice. During garden leave, you shall continue to be employed by the Company and shall be paid your annual salary and other applicable benefits. The Company reserves its right during garden leave to

- cease to assign to you any powers or duties or to provide any work to you;
- change your designation or duties as the Company decides appropriate;
- prevent you from contacting or communicating with any current, former or proposed clients, customers, employees, or vendors of the Company;
- exclude you from the premises of the Company; and/or
- announce to employees, clients, customers, vendors and other relevant persons of the Company that you have been given notice of termination or have resigned.

9.7. You hereby acknowledge and agree to comply with any conditions laid down by the Company during any applicable period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all of the obligations contained in this Agreement.

9.8. The Company may set off any amounts owing and payable by you to the Company at the date of termination against any amount then payable to you by the Company.

9.9. If your employment is terminated by reason of the liquidation of the Company for the purpose of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganisation of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and if you have been offered employment with the Company succeeding to the Company upon such event on terms no less favourable to you than the terms in effect under this Agreement then, you shall have no legal or contractual claim against the Company by reason of the termination of the employment.

9.10. You hereby agree that if the termination is found to be wrongful by an appropriate court in India, based on a non-appealable order, the maximum liability of the Company shall not exceed your fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate your employment.

9.11. Upon termination of your employment with the Company for any reason, you shall be required to complete the exit formalities and sign necessary documents provided by the Company.

10. AUTHORITY TO BIND THE COMPANY

10.1. Unless authorised by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

10.2. You shall not enter into any commitments or dealings on behalf of the Company for which you have no express authority, or alter or be a party to any alteration of any Company principle or policy, or exceed the authority or discretion vested in you without the previous sanction of the Company.

11. SENSITIVE AND PERSONAL DATA OR INFORMATION

11.1. The Company may, in connection with your employment collect personal data, expressly including sensitive personal data or information ("**SPDI**") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by the Company's internal security systems or by other means.

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11.2. By signing this Agreement, you expressly consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company's Affiliates and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that you shall have read and understood the Company's Privacy Policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof; (iv) use of your personal image and voice in marketing material, videos, etc.; and (v) treating any personal data to which you have access in the course of your employment strictly in accordance with the Company's policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

12. RESPONSIBILITY FOR LOSS OR DAMAGE DUE TO NEGLIGENCE OR MISCONDUCT

12.1. You shall be responsible for your acts or conduct during the course of your employment with the Company. If your negligence or misconduct causes any loss or damage to the Company, its consultants, advisors, employees, officers, directors, or to the entities with which the Company has contracted, the Company shall be entitled to seek compensation for such damage or loss from you.

12.2. In case you fail to compensate the Company within ten (10) days of the Company's demand under Section 12.1, the Company shall be entitled to make deductions the monetary amount of the loss or damage attributable to your conduct from the remuneration payable to you by the Company in accordance with applicable laws and/or the Company reserves the right to subject you to strict disciplinary action including but not limited to termination of employment with the Company.

13. INDEMNITY

13.1. You shall indemnify and hold the Company harmless from and against any and all damages, loss, injury or liability for a claim of damage, loss or injury to person or property caused by or resulting from any of your acts or omissions, which constitutes a breach of the terms of your employment or negligent performance of your duties.

14. RESTRICTED ACTIVITIES

14.1. Definitions:

a) "Affiliate" means any entity that directly or indirectly through one or more intermediaries, controls or is controlled by or is under the common control as that of the Company.

b) "Business Partner" means any past, present or prospective customer, vendor, supplier, distributor or other business partner of the Company or any Affiliate with which you have contact during your employment with the Company.

c) "Cause" means to recruit, employ, retain or otherwise solicit, induce or influence (or to attempt to do so).

d) "Solicit" means to (i) service, take orders from or solicit the business or patronage of any Business Partner for yourself or any other person or entity, (ii) divert, entice or otherwise take away from the Company the business or patronage of any Business Partner, or to attempt to do so, or (iii) to solicit, induce or encourage any Business Partner to terminate or reduce its relationship with the Company.

14.2. Acknowledgements: You acknowledge and agree that (i) the Company's business is highly competitive, the secrecy of the Proprietary and Confidential Information is of the utmost importance to the Company and you will learn and use Proprietary and Confidential Information in performing your work for the Company; and (ii) your position may require you to establish goodwill with Business Partners

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and employees on behalf of the Company and such goodwill is extremely important to the Company's success.

14.3. Non-Solicitation: You hereby agree and undertake that during the term of your employment with the Company] and for a period of one year following the date of termination of your employment with the Company, you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

- Cause and/or attempt to Cause any of the Company's existing employees or any person who was employed by the Company within six (6) months prior to such solicitation or any person or organization providing services to or through Company and/or its Affiliates to terminate his/her contract or relationship with Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or

- Solicit and/or attempt to Solicit any of the existing or prospective Business Partners to stop doing business with the Company and/or its Affiliates, or to damage in any way their business relationship with the Company and/or its Affiliates or for the provision of substantially the same services provided to such Business Partners by the Company and/or its Affiliates.

14.4. Non-Competition: You hereby agree and undertake that during the term of your employment with the Company you shall not, directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), enter the employ of, or render any other services to, any person engaged in a business which competes with the business of the Company and/or its Affiliates, if (i) you have prior knowledge of the same or (ii) you gain such knowledge during the term of employment or (iii) it is obvious to you.

14.5. It is agreed by and between the parties that your employment with the Company and the compensation payable to you by the Company shall be sufficient consideration for the restrictions imposed upon you under this Section 14.

14.6. You hereby acknowledge and agree that the limitations as to time and the limitations of the character or nature placed in this Section 14 are reasonable and fair and will not preclude you from earning a livelihood. In addition, you agree and acknowledge that the potential harm to the Company of the non-enforcement of this Section outweighs any potential harm to you by this Agreement and have given careful consideration to the restraints imposed upon you by this Agreement, and are in full accord as to their necessity for the reasonable and proper protection of the Proprietary and Confidential Information now existing or to be developed in the future. You expressly acknowledge and agree that each and every restraint imposed by this Agreement is reasonable.

14.7. It is expressly understood and agreed by the parties that although you and the Company consider the restrictions contained in this Section 14 to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that any restriction contained in this Agreement is an unenforceable restriction against you, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply to the maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

14.8. Notwithstanding the foregoing, nothing herein shall prevent you from directly or indirectly owning, solely as an investment, securities of any entity engaged in the business of the Company which are publicly traded on a national or regional stock exchange or on the over-the-counter market, if you (i) are not a

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controlling person of, or a member of a group which controls, such person, and (ii) does not, directly or indirectly, own 1% or more of any class of securities of such person.

14.9. For all purposes of this Section 14, the Company shall be construed to include the Company and its Affiliates.

15. NON-DISPARAGEMENT

15.1. During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company and its Affiliates, and their employees, officers or directors that are reasonably likely to cause damage to any such entity or person.

16. COMPANY POLICIES AND EMPLOYEE MONITORING

16.1. As an employee of the Company, you shall comply with the Company's policies, rules and procedures as implemented and/or amended from time to time during the course of your employment. This expressly includes the policies contained in the India Addendum (aka, Employee Handbook) Violations of the Company's policies may lead to immediate termination of your employment for misconduct.

16.2. The Company's premises, including all workspaces, furniture, documents, and other tangible materials, and all information technology resources of the Company (including computers, data and other electronic files, and all internet and email) are subject to monitoring, oversight and inspection by the Company at any time. Company employees should have no expectation of privacy with regard to any Company premises, materials, resources, or information.

17. RETURN OF DOCUMENTS AND COMPANY PROPERTY

17.1. On termination of your employment, you shall return to the Company all Confidential and Proprietary Information and any other Company documents, files, books, papers, information, memos, compact disks, data files or other computer programs, property and equipment belonging to the Company in your possession or under your control (this includes all Intellectual Property). You will be liable to pay damages including, but not limited to, the cost of any Company property that is not returned to the Company, or is returned in damaged condition.

18. NOTICES

18.1. Any notices, approvals or requests required or permitted to be given hereunder by either party to the other shall be given in writing and delivered: (1) by personal delivery; (2) by bonded courier or by a nationally recognized overnight delivery company; or (3) by electronic facsimile, with confirmation sent by any of the delivery methods in the preceding clauses (1) through (2). Notices shall be deemed given as of the day they are delivered. Notices from either party to the other must be given in writing to the respective addresses of the parties listed below (or to such other addresses as the parties may request in writing by notice given pursuant to this Section 18):

To the Company:	To you:
With a copy by email to: people@turing.com Attention: Turing People Team	At the address or email on file with the Company

18.2. You shall keep the Company informed about your latest postal address at all times and immediately update the Company regarding any change of address.

18.3. Any communication sent to you by the Company at your last known address (as indicated by you) shall be deemed to have been duly served upon you in accordance with this Section.

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TURING

19. GOVERNING LAW, JURISDICTION AND DISPUTE RESOLUTION

19.1. Your employment with the Company shall be governed and construed in accordance with the laws of India. Subject to applicable law, any dispute that may arise with respect to your employment or its terms shall be submitted for resolution by a sole arbitrator appointed as per the rules of the Mumbai Centre for International Arbitration ("**MCIA**"). The arbitration shall be governed by the MCIA Rules and the Indian Arbitration & Conciliation Act, 1996. The award made by the sole arbitrator shall be binding on both parties. The language of the arbitration shall be English. The venue and seat of the arbitration shall be Bangalore. You agree to sign such further documents as required by the Company for the purposes of resolving any dispute by way of arbitration.

Notwithstanding the aforesaid provision on arbitration, in the event of your breach or apprehended breach of any of the provisions of this Agreement, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

20. REPRESENTATIONS AND WARRANTIES

20.1. You hereby represent to the Company that:

a) you are and shall continue to be legally permitted to reside and be employed in India;
b) you have reviewed the terms and conditions of this Agreement and that you understand the terms, purposes and effects of the same;
c) you have accepted the terms and conditions of this Agreement only after having had the opportunity to seek clarifications;
d) you have not been subjected to duress or undue influence of any kind to accept the terms and conditions of this Agreement and these terms and conditions will not impose an undue hardship upon you;
e) you have accepted the terms and conditions of this Agreement of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees;
f) the terms and conditions of this Agreement are in all respects reasonable and necessary to protect the legitimate business interests of the Company;
g) you have all requisite power and authority, and do not require the consent of any third party to accept our offer;
h) you have an Aadhaar card, and shall be responsible to ensure that your Aadhaar card is linked to your UAN for the purposes of Provident Fund contributions on or prior to joining the Company; and
i) you have resigned from your previous employment, if any, and you are not bound by any employment contract, restrictive covenant or other restriction preventing you from entering into employment with or carrying out your responsibilities for the Company, or which is in any way inconsistent with the terms and conditions terms of this Agreement.

Agreed and accepted:

DocuSigned by:
77DDD871CC8942F...
Kanishk Gupta

5/10/2024
Date Signed

TURING GLOBAL INDIA PRIVATE LIMITED

Sivaramakrishnan Kalyanaraman
Director, HR Operations

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TURING

ANNEXURE B

Total Compensation and Benefits

Currency = INR

Compensation

	Monthly	Annual
Basic	**₹31,250**	**₹3,75,000**
HRA	**₹15,625**	**₹1,87,500**
Conveyance Allowance	**₹1,600**	**₹19,200**
Special Allowance / Flexi*	**₹12,225**	**₹1,46,700**
PF**	**₹1,800**	**₹21,600**
CTC	**₹62,500**	**₹7,50,000**

*** This includes the allowance for setting up of your remote work station including purchase of a laptop if required.**

**** You will have the option to change your PF Contribution to 12% of Basic if desired. You can only make this change once and will not be able to change back. Further details will be provided before your first day.**

Benefits

- Gratuity
- Coverage from New India Assurance India Pvt. Ltd.
    - Health insurance
        - Covers employee, spouse, 2 kids, 1 set of parents.
        - Total coverage of INR 5,00,000 p.a.
    - Group term-life Insurance
        - Total coverage equals 2 times CTC or a minimum of INR 10,00,000
    - Group Personal Accident
        - Total coverage equals 2 times CTC or a minimum of INR 10,00,000
- TeleHealth Benefits from Practo
    - 8 free consultations per month, which can be used by any covered dependent.
    - Free Annual Health Checkup

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TURING

ANNEXURE C

PRIOR INVENTIONS

TO: **TURING GLOBAL INDIA PRIVATE LIMITED**

Name: Kanishk Gupta

Date: 5/10/2024

SUBJECT: Intellectual Property

1. Except as listed in Section 2 below, the following is a complete list of all inventions or improvements relevant to the subject matter of my employment by TURING GLOBAL INDIA PRIVATE LIMITED (the "**Company**"), that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by the Company:

    - X No inventions or improvements.
    - ○ See below:

_____

_____

_____

    - ○ Additional sheets attached.

2. Due to a prior confidentiality agreement, I cannot complete the disclosure under Section 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party (ies):

	Invention or Improvement	Party (ies)	Relationship
1.			
2.			
3.			

    - ○ Additional sheets attached.

DocuSigned by:

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Signature

+91 _8971527740
radhika@corizo.co.in
https://corizo.in
Bengaluru, Karnataka
560068

4th June, 2024

PROBATION OFFER LETTER

Dear **Vansh Bansal,**

Congratulations! We are pleased to offer you to join **Corizo Edutech**, Bangalore. It was great to interact and exchange thoughts on how to make this relationship win: win.
Please go through the below details and let us know if you have any queries and/or acknowledge your agreement to the same.

Please find the details of your joining below:

1. **Date of Joining:** 02-07-2024
2. **Designation:** Business Development Associate
3. **Location:** 3rd floor, VMF2+7FJ Classic Arena, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068.
4. **Compensation Offered:** Fixed CTC - INR 4,00,000 and variable of 2,50,000 LPA.

Probation :

1. You will be under probation for a period of 90 days (3 months) from the date of joining and will be confirmed after a review of your performance during the probationary period.
2. During the period of probation your monthly CTC will be INR 15,000 and variable of INR 10,000.

Period of Service: The minimum period of service is three (3) months from the date of enforcement of this offer letter. The minimum period of service is not negotiable. The first ten days will be **on job training** (OJT) which will be unpaid. Your full- time employment will be subjected to your performance during your 3 months of probation period which may result into confirmation or termination of your employment.

Benefits :

You are eligible for Annual Leave as per the company Leave Policy post your probation.

Notice Period : In case of resignation, a notice of 10 days shall be served, failure of which will lead to non - payment of dues and legal repercussions.

Acceptance and Commencement :

Your appointment will be effective on your Joining Date. If you do not confirm your acceptance per the directions listed below or we are unable to set an alternative date, this offer will be withdrawn.
To confirm your acceptance to the offer, you are required to:

- Respond via email to *radhika@corizo.in* to communicate acceptance of the offer.
- Please note, if you do not send your acceptance to the email ID mentioned above within two (2) days of receipt of the offer, the offer will stand withdrawn.

Your employment will be contingent upon you executing an Employee Non-disclosure Agreement with the Company on the Joining Date.

Further, on the Joining Date, please bring
(i) the original and one (1) photocopy of this offer letter duly signed and dated by you,
(ii) four (4) self-photographs of passport size (with white background),
(iii) Graduation certificate- 12th/10th standard or equivalent examination marksheets.
(iii) one (1) set of photocopies of the following documents:

- Education degree certificate. Photocopies should include both front and back side of the certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
- Proof of identity – being your passport, driving license, voter's identification card or aadhaar card.
- PAN Card.

The Company has adopted a BYOD framework so you are required to arrange your own device (laptop / desktop) to carry out the duties on the job.

The offer under this letter is conditional upon satisfactory completion of a preemployment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

To indicate your acceptance, please mail the signed and scanned soft copy of the offer letter and the documents as mentioned below to <*radhika@corizo.co.in*> within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

From Corizo Edutech Pvt.Ltd,

SUDAKSHINA DEBORAH MOSES
HR MANAGER

Acceptance of the candidate: I have read and understood the above terms and conditions and I accept this offer, as set-forth above with Corizo Edutech.

Name :

Date :

Signature :

Hashedin
by Deloitte

Hashedin Technologies Private Limited
#36/5, Somasundarapalya, 27th Main Road, Sector 2,
HSR Layout, Bengaluru – 560102, India
Tel: +91 80 6755 3331
www.hashedin.com

Mr. Vasu Goel
31/47, Siddharatha Colony,
Muzzafarnagar, 251001
India

Dear Vasu Goel:

We are pleased to inform you that your application for the Training program has been accepted.

Your training with **HashedIn Technologies Private Limited** (the ''Employer'' or ''Company'') will be located in **Bengaluru**. The Training program is for a tentative duration of **15 weeks** starting from **June 10, 2024.**

During this period, you will be paid a monthly stipend of **Rs./₹ 25,000/-**.

You will maintain confidentiality of the information you would have access to - both during and after the completion of the training.

Upon your reporting, you will be informed of your guide and program scope.

For HashedIn Technologies Private Limited
Best regards,

By: _____
Signature

Authorized Signatory

_____ _____
Signature Date

CONFIRMATION PAGE

The undersigned hereby confirms that he has signed and accepted the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Agreement") in consideration of his training with subject to the following:

- The Agreement shall be valid from **June 10, 2024** till the training duration(except the conditions mentioned in Paragraphs 10 – 16 of the Agreement which shall survive).
- The conditions relating to Notice Period, Retirement Age and Leaves as mentioned in the Terms of Service shall not apply.
- Any reference to "Employment" in the Agreement shall mean "Training".
- Any reference to "Employer" in the Agreement shall mean "Company".
- Any reference to myself as an "Employee" in the Agreement shall mean "Trainee".
- Any reference to "Employment Agreement" in the Agreement shall mean "Training Agreement".

Signed and Accepted

_____
Vasu Goel

Date: _____

CONFIDENTIALITY AND WAIVER AGREEMENT

This Confidentiality and Waiver Agreement (the "Agreement") is effective as of **HashedIn Technologies Private Limited** ("Effective Date") is by and between:

HashedIn Technologies Private Limited having its registered office at **Hashedin Technologies Private Limited #36/5, Somasundarapalya, 27th Main Road, Sector 2, HSR Layout, Bengaluru – 560102, India** (referred to as "Company") and **Vasu Goel**, residing at **Muzzafarnagar** (referred to as "Recipient") hereby agree as follows:

1. The Recipient has applied to the Company for the Training Program with the Company (referred to as "Training"). The Company has accepted the application of the Recipient for Training at the Company's premises from **June 10, 2024**.

2. The Recipient will comply with all rules, regulations, guidelines, policies and practices of the Company, which may be amended from time to time.

3. In consideration of the Recipient's participation in the Training, the Recipient, for himself and his heirs, executors, administrators, representatives, assigns and successors in interest (hereinafter collectively "successors") forever waive and release the Company, its affiliates, Deloitte LLP and its subsidiaries, affiliates and related entities, Deloitte Touche Tohmatsu Limited ("DTTL") and any and all DTTL associate and member firms, all their respective, past, present and future parent companies, subsidiaries, officers, directors, employees, members, partners, principals, successors, transferees and assigns (collectively "Released Parties") from any and all claims, causes of action, liabilities, obligations, damages, losses, demands, judgments, costs and expenses, of every kind, nature or form, including, without limitation, attorney's fees, whether in contract, statute, tort (such as negligence) or otherwise, relating to, arising from or in any way, directly or indirectly, connected to, or arising out of the Recipient's participation in or association with the Training, including any travel to or return from the Training at the Company's premises.

4. The Company may disclose to the Recipient certain confidential, proprietary or non-public business information and/or trade secrets, which may also include information, materials, and ideas of or about the Company, its affiliates, related entities of Deloitte U.S. Entities, DTTL and its network of member firms or their affiliates, or clients, vendors, licensors or other persons, which materials, information or ideas are not generally known to the public, including, without limitation, discussion, presentation, materials, information or ideas relating to business plans, operations, products, services, methods, procedures, clients or prospective clients, equipment, or systems, whether in written, oral or any other form and also includes personally identifiable information about employees (including name, address, date of birth, photographs, government identifiers like PAN, license etc.) (referred to as the "Confidential Information") from the Effective Date onwards.

5. From the Effective Date onwards, Recipient shall not disclose such Confidential Information and shall hold it in trust for the sole benefit of the Company. Any other details provided to or otherwise made available to the Recipient by the Company or otherwise obtained or learnt by the Recipient are also covered under this Agreement and is to be treated as Confidential Information.

6. From the Effective Date onwards in relation to Confidential Information, Recipient agrees that:

I. Recipient shall not disclose the Confidential Information to anyone;
II. Recipient shall not copy or reproduce, in whole or in part, any Confidential Information without prior written authorization of the Company; and
III. Recipient shall promptly return or, with Company's prior written approval, destroy all Confidential Information and copies thereof.

7. Recipient acknowledges that the Confidential Information has tangible value and contains personal and proprietary information and that the Company will suffer irreparable damage for which money damages will not be a sufficient remedy in the event of a breach of any provision of this Agreement. The Company shall be entitled to specific performance and injunctive relief as remedies for any breach or threatened breach of any provision of this Agreement and such remedies shall not be deemed to be exclusive remedies for such breach or threatened breach by Recipient, but shall be in addition to all other remedies available to the Company at law or in equity.

8. Recipient shall indemnify and hold harmless the Company, and their respective partners, principals and employees from and against any and all claims, obligations, losses, injuries, damages, reasonable costs and reasonable expenses (including, without limitation, reasonable attorneys' fees) incurred or suffered by reason of any breach by Recipient of any of the provisions of this Agreement.

9. Waivers and Amendments

(i) No delay or omission by any party in enforcing its rights or remedies hereunder shall impair such right or remedy or be deemed to be a waiver thereof.

(ii) No amendment or waiver shall be valid unless in writing and signed by both parties.

10. This Agreement shall be governed by the laws of India.

IN WITNESS WHEREOF, the Company and Recipient have caused this Agreement to be executed by their duly authorized representatives effective as of the date first above written.

HashedIn Technologies Private Limited	**Mr. Vasu Goel** Date: Place: **Muzzafarnagar**

Hashedin
by Deloitte

Vasu Goel **Bengaluru**

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **HashedIn Technologies Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Hashedin Technologies Private Limited #36/5, Somasundarapalya, 27th Main Road, Sector 2, HSR Layout, Bengaluru – 560102, India** (the "Employer") as **Trainee Engineer** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. *Pre-existing Agreements or Arrangements*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Trainee Engineer** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of *Proceedings.* Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity.*

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. *Authorization to Access Systems and Electronic Communications and use of Deloitte Property.* I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. *Security.* I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of *Works*.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. *Pre-existing Creations*; *Personal Creations*. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B,** and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- *Employment* Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- *Employment* Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3**)** years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: *Personnel* and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated;(b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

services to, with, or on behalf of the *Deloitte Entity*.

16. Post-*Employment* Restrictions re: *Deloitte Property*. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d)I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST-*EMPLOYMENT* OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licenser of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post-*Employment* Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15**,** to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

_____

For HashedIn Technologies Private Limited

Talent

Authorized Signatory

Effective as of **June 10, 2024**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

_____ _____

Signature Name

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information *(PII)* or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited (vi) Deloitte Special Projects India Private Limited (vii) HashedIn Technologies Private Limited or any other body corporate which, as per Companies Act 2013, is a holding, subsidiary or an associate of any of these companies.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the*Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity.*

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any*Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United Stated Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a*Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my*Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research,

or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations*, *Pre-existing Agreements or Arrangements*

Title	**Date**	**Brief Description**

_____ _____

Signature Date

_____

Name (Print)

ACCEPTED AND AGREED TO:
HashedIn Technologies Private Limited

Talent

Its: Authorized Signatory _____

Date

An *Authorized Signatory's* signature is required only if Pre-existing Creations or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that Pre-existing *Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual *Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

_____	_____	_____
Signature	Name	Date

EXHIBIT D

Exceptions to Post-*Employment* Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-*Employment* Restrictions
re: Clients

No, I do not have
Post-*Employment* Restrictions
re: Clients

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

_____

HashedIn Technologies Private Limited

Talent

Its: Authorized Signatory

_____
Date

I have read and understood the above policy terms.

_____ _____ _____
Signature Name Date

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **HashedIn Technologies Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

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2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

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3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US) & its affiliates") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected

basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte Entity.

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

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5. RETIREMENT AGE

The age of retirement for employees of Deloitte Entity is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

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6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

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7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **30 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

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8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.

• Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorized person.
• Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
• Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
• Engaging in any illegal activities.
• Workplace violence, including threats of physical violence.
• Corporate credit card delinquencies.
• Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
• Going on or abetting a strike in contravention of any law.
• Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
• Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
• Corruption, fraud, or misappropriation of funds.
• Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
• Excessive personal use of the Employer's telephone, fax or computer systems.
• Failure to adhere to applicable laws.
• Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte Entity's other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. https://deloittenet.deloitte.com/Pages/Home.aspx for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **June 10, 2024**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

_____ _____

Signature Name

MWIDM India Private Limited

TO WHOMSOEVER IT MAY CONCERN

This is Certified that **Aditya Bhardwaj** is Working as an **Intern -Recruitment** in our company from 8-Jan-2024 to till date.

During this period his performance was satisfactory.

We appreciate his hard work and commitment!

For MWIDM India Private Limited

Neha Sharma

Administrator – Human Resources

wesoftek

Letter of Intent – Internship and Full-Time Employment

Ms. Yashica Paliwal
319/4, N.L.C.,
Kidwai Nagar,
Kanpur, India

Date: 11th Dec, 2023

With reference to your application and subsequent interviews, we are pleased to offer you an internship and full-time position as Software Engineer with Wesoftek Solutions Pvt. Ltd.

Following are the important terms and conditions pertaining to the offer.

1. Internship Duration – 5th January, 24 – 31st July, 24. Your stipend throughout the internship would be INR 15K / Month
2. Interns have to observe same working hours as applicable to employees of the organization
3. You are being offered Internship on your request based on the particulars and information made available by you. In case, the said particulars/ information is found false or incorrect, your Internship will be deemed cancelled ***Ab-Initio***.
4. The management reserves the right to terminate your Internship and full time offer at any time without any prior notice, if the management is in receipt of unsatisfactory training report/ performance or any other gross misconduct.
5. The Internship may be terminated by either party by giving 30 days' notice.
6. You will not divulge or give out to anyone in any manner particulars or details of any of the trade secrets, manufacturing or research process, financial, administrative and /or organizational matter or any transaction or affairs of the company of confidential nature.
7. You are required to furnish the following docs at the time of your joining:
    a. Original copies of educational certificates
    b. Aadhaar card / PAN Card / Birth Certificate
    c. Passport Photo
    d. Address Proof
    e. Cancelled Cheque
8. You are required to report to the following address on 5th Jan, 24, 9:30 AM
    Wesoftek Solutions Private Limited
    130, Tower B3, Spaze ITech Park
    Sector 49, Gurgaon, Haryana -122018

World Trade Center, Tower 3,
Kharadi
Pune 411014 (MH)
T | +91 20 6739 5000
F | +91 20 6739 5001
www.zs.com

December 21, 2023

CONFIDENTIAL

Sristi Agarwal
84/A Uthpala, 10th Cross Road, Vivekananda Nagar, Banashankari Stage 3, Bangalore, Bangalore, Karnataka - 560085

Subject: Letter of Intent

Dear Sristi

This letter is to notify you that you have cleared the interview process for the position Business Technology Solutions Associate in our organization. Your annual compensation will be INR 13,65,600, which includes performance bonus, joining bonus and relocation (subject to eligibility) and other terms of appointment will be more clearly described in your offer letter to be released.

Your offer letter would be subject to fulfillment of following terms & conditions:

- Your meeting with the ZS Associates, India requirements for the said positions; and
- Verification of your credentials, testimonials and other particulars mentioned/ submitted by you with your application. The Offer release will be contingent upon successful verification of your documents that will be submitted by you

Kindly acknowledge the receipt of this letter by returning a duly counter-signed copy within 2 days of the receipt failing which it would be deemed that you are not interested in pursuing this opportunity further.

This communication is only an intimation of completion of initial selection process and is not an offer of employment or any promise of offer of employment by ZS Associates India Private Limited.

For **ZS Associates India Private Limited**

Ashish Bhambri
Director of Recruiting

I Sristi Agarwal have read and understood the contents of the letter above and the same are acceptable to me.

Signature of the candidate Sristi

Address: 84/A Utkpala, 10th Cross Road, Banashankari III rd stage, Bangalore (560085)
Date: 24/12/23

Impact where it matters

Summer Internship BI&BT

CERTIFICATE

OF PERSONALITY DEVLOPMENT

EXCELLENCE TECHNOLOGY

Ref. no. Extech/1308/ 5387

PROUDLY PRESENTED TO

Kartikay Khatri

Has Successfully Completed Personality Development Course.

from **17-June-2024** to **30-July-2024**

PERSONAL GROWTH

SIGNATURE

info@excellencetechnology.in www.excellencetechnology.in

CERTIFICATE
OF COMPLETION

Ref. no. Extech/1308/ 5387

EXCELLENCE TECHNOLOGY

CB-035-MS

PROUDLY PRESENTED TO

Kartikay Khatri

S/o/D/o Sh. **Naresh Kumar**

of **Jaypee University Of Info. Tech.** has successfully completed his/her One Hundred Twenty Hours (120 hrs.) ISO certificate course **Python** from **17-June-2024** to **30-July-2024** during the tenure of the above Course, we have found him/her a hardworking

★ISO★ 9001 - 2015 CERTIFIED ★★★★★

Training Co-ordinator

Ministry of MSME, Govt. of India
Reg. no. - CH01D0007051

9001:2015

Director

info@excellencetechnology.in www.excellencetechnology.in

भारतीय समवेत औषध संस्थान
(वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद)
कैनाल रोड़, जम्मू – 180001

Indian Institute of Integrative Medicine
(Council of Scientific & Industrial Research)
Canal Road, Jammu Tawi - 180 001 (INDIA)

August 7, 2024

Dr. Nasir Ul Rasheed
Sr. Scientist
RMBD & IST Division
CSIR-IIIM, Jammu

TO WHOM IT MAY CONCERN

This is to certify that **Ms. Arunima Challu,** student of **Bachelor of Technology in Biotechnology** from **Jaypee University of Information Technology, Waknaghat, H.P.** has successfully completed her two months training on "***Performing & Understanding concepts of molecular biology techniques-Virus induced gene silencing (VIGS) and Gateway Cloning***" under the guidance of **Dr. Prashant Misra, Principal Scientist, Plant Science and Agrotechnology Division** of this institute from 10.06.2024 to 07.08.2024.

During the said tenure we found her to be honest, sincere and a hard working intern. We wish her all the success in her future endeavors.

Dr. Prashant Misra
Principal Scientist
Plant Science and Agrotechnology Division
CSIR-IIIM, Jammu

(Nasir Ul Rasheed)
Dr. Nasir ul Rasheed
Senior Scientist
CSIR-Indian Institute of Integrative Medicine
Canal Road, Jammu

ROYAL BHUTAN

འབྲུག་སོ་ནམ་ཐོན་སྐྱེད་བཟོ་གྲྭ་ཚང་འཛིན།

BHUTAN AGRO INDUSTRIES LIMITED

CERTIFICATE OF INDUSTRIAL ATTACHMENT

This is to certify that Ms.Pelden Tshomo, a final year student of B.Tech Biotechnology has undergone 40 days industrial attachment from 18th June to 27th July,2024.

Mrs.Jigme wangmo
General manager (Operation)

Dasho Rinzin Dorji
Chief Executive Officer

Dated 27/07/2024

नाभिकीय औषधि तथा सम्बद्ध विज्ञान संस्थान
Institute of Nuclear Medicine & Allied Sciences
रक्षा अनुसंधान एवं विकास संगठन
Defence Research & Development Organization

ब्रिगेडियर एस के मजूमदार मार्ग, तिमारपुर, दिल्ली-११००५४, भारत
Brig SK Mazumdar Road, Timarpur, Delhi - 110 054, INDIA

प्रशिक्षण प्रमाण पत्र/*Training Certificate*

प्रमाणित किया जाता है कि श्री/श्रीमती/कुमारी जह्नवी सिंह
एच आर पंजी. सं. 2024/286 जो कि जेपी विश्वविद्यालय ऑफ सूचना प्रौद्योगिकी संस्थान
के बी.टेक विषय बायोटेकनोलॉजी के छात्र/छात्रा हैं। इन्होंने दिनांक 10.06.2024
से 24.07.2024 तक 06 सप्ताह/माह का ग्रीष्मकालीन/शीतकालीन प्रशिक्षण सफलतापूर्वक पूर्ण कर लिया है।

This is to certify that Mr./Ms. Jahanvi Singh HR Regd.No. 2024/286
student of Jaypee University of Information Technology, Waknaghat
Degree/Branch B.Tech (Biotechnology) has completed Summer/Winter internship successfully
for the period from 10.06.2024 to 24.07.2024 duration 06 weeks/months.
इनके प्रशिक्षण का विषय/Topic of Internship was Determine the expression of Protein of Interest using Molecular Biology Techniques (Western Blot) under the Supervision of Dr. Himanshu Sharma
प्रशिक्षण के दौरान इनमास में इनका व्यवहार अच्छा रहा। During the training period his/her conduct at INMAS was good.

दिनांक/Date. 24.07.2024

प्रमुख मानव संसाधन/Head HR
प्रमुख, रिसर्च एकेडमिक सेल, Head RAC

IChrom

www.ichrom.in

Certificate of Internship

Proudly Presented To

Richa Dhiman

For Successful completion of internship with IChrom

From 11th June, 2024 to 22nd July ,2024

DIRECTOR

22nd July ,2024

DATE

Credential ID: 701072024

CADILA PHARMACEUTICALS LIMITED

Manufacturing Facility :
Research & Development :
1389, Trasad Road, Dholka - 382225
Dist. : Ahmedabad, Gujarat, India.

Phone : +91-2714-221481-83-84
Fax : +91-2714-220301
(R&D) : +91-2714-220299
Website : www.cadilapharma.com

Ref No: CPL/07/2024

25th July, 2024

TO WHOMSOEVER IT MAY CONCERN

This is to acknowledge that **Mr. Swapnil Tyagi** student of **Jaypee University of Information Technology, Waknaghat, Solan, Himachal Pradesh.** Has done his Internship training on the topic **"DSC3 and Immune Gene Signatures in Cancer"** from 10/06/2024 to 25/07/2024.

During his training period he has been found to be sincere and committed. We wish him all the very best for his bright future.

For CADILA PHARMACEUTICALS LIMITED,

M. Pandey

Authorised Signatory
Human Resources

CADILA PHARMACEUTICALS INDIA

Recieved
Smt

Corporate Office :
"Cadila Corporate Campus"
Sarkhej-Dholka Road, Bhat,

Phone :+91-2718-225001-15
Fax :+91-2718-225039

Central Research Institute
Kasauli

CERTIFICATE

Certified that Ms. Yukta Sharma D/o Ram Gopal Sharma, student of B.Tech Biotechnology, JUIT, Waknaghat has undergone practical training in **"Microbiological Media Preparation and Quality Control of Pharmaceutical Grade Water"** at Central Research Institute, Kasauli during the period 08-06-2024 to 30-06-2024.

(Mr. Gajanan G. Naranje)
DAD/ OIC Training

(Dr. Dimple Kasana)
Director

C. R. I. KASAULI

Central Research Institute
Kasauli

CERTIFICATE

Certified that Ms. Yukta Sharma D/o Ram Gopal Sharma, student of B.Tech Biotechnology, JUIT, Waknaghat has undergone practical training in **"Serotyping of E. coli & Salmonella"** at Central Research Institute, Kasauli during the period 01-07-2024 to 26-07-2024.

(Dr. Subhadip Mahapatra)
AD/ Head Training

(Dr. Dimple Kasana)
Director

amazon | Transportation Services Private Limited

15th Nov 2024

TO WHOMSOEVER IT MAY CONCERN

Sub: Internship of Urvi Mittal at Amazon India ,New Delhi

This is to certify that **Urvi Mittal** a student of **Jaypee University of Information Technology** has completed her internship with **Amazon Transportation Services Pvt. Ltd.** from **17-Jun-2024** to **15-Nov-2024**

The Project was titled **Data-Driven Supply Chain Improvement: Associate Mapping, Scan Compliance, and G2R opportunities** and assigned by **ATS Air and Rail haul** team under the guidance of **Viresh Sharma.** She has successfully completed all the requirements of the project.

We wish her the very best in her future endeavors.

Regards,

For Amazon Transportation Services Pvt. Ltd.

Ground Floor, Eros Plaza, Eros Corporate Centre, Nehru Place, New Delhi - 110019, Delhi
Tel. : + 91 - 80 - 3327 3000, Fax : +91 - 80 - 3007 1031/33
CIN : U74140DL2012FTC235140

དཔལ་ལྡན་འབྲུག་གཞུང་།
འཇིགས་མེད་རྡོ་རྗེ་དབང་ཕྱུག་རྒྱལ་ཡོངས་གཙོ་བསྟེན་སྨན་ཁང་།
ཐིམ་ཕུག།

ROYAL GOVERNMENT OF BHUTAN
Jigme Dorji Wangchuck National Referral Hospital
THIMPHU: BHUTAN

DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

JDWNRH/LabDept/19/2023-24/ 05 Date: 27th July 2024

To Whom It May Concern

This is to certify that **Ms. Dechen Pelden, Citizenship ID: 11001001808,** a student of Jaypee University of Information Technology, India pursuing BTech. in Biotechnology has successfully completed her internship in the major laboratories (Histopathology, Cytology, Microbiology, Hematology , Biochemistry and Blood Bank) in the department of pathology and laboratory medicine from 17th June -27th July, 2024 at Jigme Dorji Wangchuck National Referral Hospital, Thimphu, Bhutan.

Throughout the duration of her internship, she has demonstrated exemplary dedication, enthusiasm and commitment towards her assigned tasks. Furthermore, her quick grasp of concepts and consistency in her work has been remarkable. She was trustworthy, paid attention to detail and known to handle lab work with precision and care. We thank her for her services and wish her well for the journey.

(Tshewang Dorji)
Laboratory Manager
Dept. Of Pathology and Laboratory Medicine.

Laboratory Manager
Dept. Of Pathology and lab medicine
JDWNRH

JDWNRH

Copy:

1. Personal Copy
2. Head, Pathology and Laboratory Medicine, JDWNRH
3. Office Copy

ད་ལས་ལྷན་འཛུག་གཞུང་།
འཇིགས་མེད་དོ་རྗེ་དབང་ཕྱུག་རྒྱལ་ཡོངས་གཙོ་བའི་ནད་སྨན་ཁང་།
ཐིམ་ཕུག།
ROYAL GOVERNMENT OF BHUTAN
Jigme Dorji Wangchuck National Referral Hospital
THIMPHU: BHUTAN
DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

JDWNRH/LabDept/19/2023-24/ 08 Date: 27th July 2024

To Whom It May Concern

This is to certify that Mr. Milan Rai, Citizenship ID: 11207001950, a student of Jaypee University of Information Technology, India pursuing BTech. in Biotechnology has successfully completed his internship in the major laboratories (Histopathology, Cytology, Microbiology, Hematology , Biochemistry and Blood Bank) in the department of pathology and laboratory medicine from 17th June -27th July, 2024 at Jigme Dorji Wangchuck National Referral Hospital, Thimphu, Bhutan.

Throughout the duration of his internship, he has demonstrated exemplary dedication, enthusiasm and commitment towards his assigned tasks. Furthermore, his quick grasp of concepts and consistency in his work has been remarkable. He was trustworthy, paid attention to detail and known to handle lab work with precision and care. We thank him for his services and wish him well for the journey.

Laboratory Manager
Dept. Of Pathology and lab medicine
JDWNRH

(Tshewang Dorji)
Laboratory Manager
Dept. Of Pathology and Laboratory Medicine.
JDWNRH

Copy:

1. Personal Copy
2. Head, Pathology and Laboratory Medicine, JDWNRH
3. Office Copy

དཔལ་ལྡན་འབྲུག་གཞུང་།
འཇིགས་མེད་ཛེ་དབང་ཕྱུག་ཀུལ་ཡོངས་གཙོ་བཟློག་སྐན་ཁང་།
ཐིམ་ཕུག།

ROYAL GOVERNMENT OF BHUTAN
Jigme Dorji Wangchuck National Referral Hospital
THIMPHU, BHUTAN

DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

JDWNRH/LabDept/19/2023-24/ 07 Date: 27th July 2024

To Whom It May Concern

This is to certify that Mr. Tshering Dendup, Citizenship ID: 10811000725, a student of Jaypee University of Information Technology, India pursuing BTech. in Biotechnology has successfully completed his internship in the major laboratories (Histopathology, Cytology, Microbiology, Hematology , Biochemistry and Blood Bank) in the department of pathology and laboratory medicine from 17th June -27th July, 2024 at Jigme Dorji Wangchuck National Referral Hospital, Thimphu, Bhutan.

Throughout the duration of his internship, he has demonstrated exemplary dedication, enthusiasm and commitment towards his assigned tasks. Furthermore, his quick grasp of concepts and consistency in his work has been remarkable. He was trustworthy, paid attention to detail and known to handle lab work with precision and care. We thank him for his services and wish him well for the journey.

(Tshewang Dorji)
Laboratory Manager
Dept. Of Pathology and Laboratory Medicine.

JDWNRH

Laboratory Manager
Dept. Of Pathology and Lab medicine
JDWNRH

Copy:

1. Personal Copy
2. Head, Pathology and Laboratory Medicine, JDWNRH
3. Office Copy

དཔལ་ལྡན་འབྲུག་གཞུང་།
འཇིགས་མེད་ཛེ་རྡེ་དབང་ཕྱུག་རྒྱལ་ཡོངས་གཅོད་བསྡེན་སྨན་ཁང་།
ཐིམ་ཕུག།
ROYAL GOVERNMENT OF BHUTAN
Jigme Dorji Wangchuck National Referral Hospital
THIMPHU: BHUTAN
DEPARTMENT OF PATHOLOGY AND LABORATORY MEDICINE

JDWNRH/LabDept/19/2023-24/06 Date: 27th July 2024

To Whom It May Concern

This is to certify that Mr. Sangay Wangchuk, Citizenship ID: 12005001784, a student of Jaypee University of Information Technology, India pursuing BTech. in Biotechnology has successfully completed his internship in the major laboratories (Histopathology, Cytology, Microbiology, Hematology , Biochemistry and Blood Bank) in the department of pathology and laboratory medicine from 17th June -27th July, 2024 at Jigme Dorji Wangchuck National Referral Hospital, Thimphu, Bhutan.

Throughout the duration of his internship, he has demonstrated exemplary dedication, enthusiasm and commitment towards his assigned tasks. Furthermore, his quick grasp of concepts and consistency in his work has been remarkable. He was trustworthy, paid attention to detail and known to handle lab work with precision and care. We thank him for his services and wish him well for the journey.

(Tshewang Dorji)
Laboratory Manager
Dept. Of Pathology and Laboratory Medicine.
JDWNRH

Laboratory Manager
Dept. Of Pathology and lab medicine
JDWNRH

Copy:

1. Personal Copy
2. Head, Pathology and Laboratory Medicine, JDWNRH
3. Office Copy

Scanned By Camera Scanner

amazon | Transportation Services Private Limited

17th Dec 2024

TO WHOMSOEVER IT MAY CONCERN

Sub: Internship of Devanshi None at Amazon India ,Gurugram

This is to certify that **Devanshi None** a student of **Jaypee university of information technology, Wakhnaghat, Solan.** has completed her internship with **Amazon Transportation Services Pvt. Ltd.** from **17-Jun-2024** to **15-Nov-2024**

The Project was titled **Streamlining Last-mile operations: reducing defects, optimizing cost & elevating customer experience.** and assigned by **NCT2** team under the guidance of **Vishakha Gupta.** She has successfully completed all the requirements of the project.

We wish her the very best in her future endeavors.

Regards,

For Amazon Transportation Services Pvt. Ltd.

amazon | Seller Services Private Limited

15th Nov 2024

TO WHOMSOEVER IT MAY CONCERN

Sub: Internship of Raghav Sharma at Amazon India ,Lucknow

This is to certify that **Raghav Sharma** a student of **Jaypee University of Information Technology** has completed his internship with **Amazon Seller Services Pvt. Ltd.** from **17-Jun-2024** to **15-Nov-2024**

The Project was titled **Reduction in Warehouse Damage DPMO, Pick Short DPMO and Amnesty DPMO** and assigned by **LKO1-ICQA** team under the guidance of **Vishal Chopra.** He has successfully completed all the requirements of the project.

We wish him the very best in his future endeavors.

Signature valid
Digitally signed by DS AMAZON DEVELOPMENT CENTRE (INDIA) PRIVATE LIMITED 6
Date: 2024.11.15 08:44:04 IST
Location: Bengaluru

Regards,

For Amazon Seller Services Pvt. Ltd.

KASHSAM
DATA
SOLUTIONS
Encash your data

P.No.: +91 9381052467
https:kashsam.ai

CERTIFICATION OF COMPLETION

To Whom So Ever It May Concern

This is to certify that **Gurnoor Singh,** has been with us at **KashSam Data Solutions Pvt Ltd** for 7 weeks Starting 10th June 2024.

During his internship period he worked along with **Ms. Aditi Yadav** – **Data Scientist** with our organization on **CHILL Healthcare Project** & **Bajaj Alliance Claims Data Analysis**.

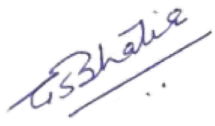
His contribution during the period of his internship was satisfactory and he has been able to provide valuable insights into the data provided to him for Analysis.

His conduct during his Internship Period was good and appreciable as well.

We wish him all the best for academics and promising career ahead

Thanks and Regards

For and On behalf of the
KashSam Data Solutions Pvt Ltd



Gurbir Singh Bhatia
Managing Director
P.No. 7667752467, 8939322222

CODING BLOCKS
Code Your Way To Success

To Whom It May Concern

Date: 1st August, 2024

This is to certify that **Aanya Parashar** has successfully completed a six-week training program in **Data Structures & Algorithms using C++** at **Coding Blocks**. The training commenced on **June 10, 2024**, and concluded on **July 20, 2024**.

Throughout the duration of the program, Aanya demonstrated commendable dedication and skill in her coursework, successfully completing all assignments as required. Her performance during the training was noteworthy, reflecting her commitment to mastering the subject matter.

We wish her continued success in her future endeavors.

For Coding Blocks Pvt. Ltd.

Varun Kohli
CEO and Co Founder
Mail id: varun@codingblocks.com

CODING BLOCKS

Certificate of Completion

This is to certify that **Mr. Kushagra Agarwal**, student of B.Tech-Bioinformatics has completed his dissertation titled "**Role of microbiome in Multiple Sclerosis: A Bibliometric Study**" under the supervision of Dr. Varun Suroliya from 10-06-2024 to 09-08-2024.

His conduct was good during the tenure.

We wish him all the best for his future endeavors.

(Dr. Namita Jaggi)
Chief Education & Research

(Dr. Sudeshna Kar)
Chief Scientist

(Dr. Nirmal Kumar Ganguly)
Chairman Research

Kushagra Agarwal
(211904)

REFERENCE ID: ET/5387

Technology EXCELLENCE

Certificate of Training

In Python

This Is Certify That

Kartikay Khatri

S/O Mr. Naresh Kumar of Jaypee University Of Information Technology

Has Successfully Completed His industrial Training in Python
From 17-June-2024 To 30-July-2024.

Course Co-ordinator

ISO 9001:2015

MSME CH01D0007051

Director

Visit: www.excellencetechnology.in

टीएचडीसी इंडिया लिमिटेड
THDC INDIA LIMITED
(भारत सरकार एवं उ. प्र. सरकार का संयुक्त उपक्रम)
(A Joint Venture of Govt. of India & Govt. of U.P.)
CIN : U45203UR1988GOI009822

सूचना का अधिकार
RIGHT TO INFORMATION

TRAINING COMPLETION CERTIFICATE

Ref. No. THDCIL/HRD/RKSH/2820 **Certificate No. 41**

This is to certify that **Mr. Raghuvinder Singh S/o Mr. Shallinder Singh, B.Tech (Bio-Informatics) 6th Semester, Jaypee University of Information Technology Waknaghat, Solan, Himachal Pradesh** has successfully completed training from 10.06.2024 to 24.07.2024 at IT Deptt. THDC India Ltd., Rishikesh.

Project Report has also been submitted by **Mr. Raghuvinder Singh** on the Topic **"Sequence Analyser".**

We wish him all the best for his future endeavours.

Date : 25.07.2024

(Rajendra Singh Sariyal)
Dy. Manager (HRD)

राष्ट्रीय पादप जीनोम अनुसंधान संस्थान
(जैव प्रौद्योगिकी विभाग, विज्ञान एवं प्रौद्योगिकी मंत्रालय, भारत सरकार का स्वायत्त अनुसंधान संस्थान)
NATIONAL INSTITUTE OF PLANT GENOME RESEARCH
(An Autonomous Institution of the Department of Biotechnology, Ministry of Science and Technology, Government of India)
अरुणा आसफ अली मार्ग, पो. बाक्स न. 10531, नई दिल्ली–110067
Aruna Asaf Ali Marg, Post Box Number 10531, New Delhi-110067

DR. GITANJALI YADAV
Ph.D.
Staff Scientist

Date:30th July 2024

CERTIFICATE

It is certified that the Report entitled **"Knowledge Extraction from Literature for Phytochemical Quantification"** which is being submitted by Mr. Krritin Sharma in partial fulfilment of degree of B.tech (Bioinformatics), Jaypee University of Information Techonology, Himachal Pradesh is record of the candidate's work as a part of team under my supervision and guidance.

The matter embodied in this report has not been submitted for award of any other degree.

(Dr. Gitanjali Yadav)

DR. GITANJALI YADAV
Staff Scientist- VI
National Institute of Plant Genome Research
Aruna Asaf Ali Marg,
New Delhi-110067

दूरभाष (का.) / Tel. (O): 91-11-26735103, 26735108; फैक्स / Fax : 91-11-26741658
Email : gy@nipgr.res.in; Website : http://www.nipgr.res.in/research/dr-gyadav.php

फैक्स/FAX : 011-25841564
दूरभाष/Phones संस्थान/Off : 011-25841479
ईमेल/Email : Alka.Arora@icar.gov.in

भा.कृ.अनु.प– भारतीय कृषि सांख्यिकी अनुसंधान संस्थान
लाइब्रेरी एवेन्यू, पूसा, नई दिल्ली –110012 (भारत)
ICAR- Indian Agricultural Statistics Research Institute
Library Avenue, Pusa, New Delhi-110012 (India)

डॉ. अलका अरोडा
प्रभारी प्रशिक्षण प्रशासन कक्ष
Dr. Alka Arora
Incharge, Training Administration Cell

No.23(1)/169/2019-TAC **Dated: 09.08.2024**

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. Badal Sharma,** Student of B.Tech. (Bioinformatics), Jaypee University of Information Technology (JUIT), Solan, Himachal Pradesh has completed his internship during **10.06.2024 to 09.08.2024.** He has worked on **"Machine Learning Application in Metagenomics Data"** under the guidance of **Dr. Md. Samir Farooqi**. I wish him all success in life.

अलका अरोड़ा
(अलका अरोडा) 9/8/२०२४

Indian Institute of Technology Mandi
Mandi, Himachal Pradesh

Certificate of Summer Internship 2024

This is to certify that **Ms. Manshita Jindal**, student of **Jaypee University of Information Technology, Waknaghat, Solan, Himachal Pradesh** has successfully completed the summer internship programme from **27th May, 2024** to **25th July, 2024** at **School of Biosciences & Bio Engineering (SBB), Indian Institute of Technology Mandi, Mandi (Himachal Pradesh)**. During the period of internship her performance was **Good**.

Deputy Registrar (Academics)

Summer Internship CIVIL

(1)

NANU RAM GOYAL & CO.

(BUILDERS & BUILDING CONTRACTORS)

211601

TO WHOM IT MAY CONCERN

It is hereby certified that **Mr. Nishant Beniwal,** a B. Tech (Civil) student (Roll. No. 211601) at Jaypee University of Information Technology, has successfully completed his internship with Nanu Ram Goyal & Co. having registered address: LG-10, Star Mall, Sector-30, Gurugram, Haryana. His internship took place from June 14, 2024 to July 26, 2024 on our project "Construction of New Judicial Complex (Tower of Justice) at Gurugram".
Mr. Nishant Beniwal demonstrated a keen interest in the construction works and his performance throughout the internship was deemed satisfactory. He consistently exhibited punctuality and a strong work ethic during his time with us. We wish him all the best in his future endeavours and career.

Authorised Signatory

For Nanu Ram Goyal & Co.

LGF-10, Star Mall, Sec.-30, NH-8, Gurugram, Tel.: 0124-4833468, 4365122, E-mail: nrgc@nrggroup.in, Website : www.nrggroup.in

Govt. Regd. No 102/2002

NICS

CadZone

Namdhari Institute Of Computer Science
A unit of Namdhari Group Of Institutes
An Institutional Member Of GURUKULBAHUMUKHI SHIKSHA SANSTHA
Head Office: NICS, NH 21 Near BSNL Telephone Exchange, Bhuntar, Distt. Kullu, (H.P.)
Ph:01902 268001, 98170 07177, Fax 01902 265327
www.nicscadzone.com

2

211602

Ref No. : 109

Dated : 24-07-2024

To whosoever it may concern

This is to certify that **Mr. Ashmit Sharma S/O Sh. Ajit Sharma** student of **Jaypee University of Technology, Distt Solan, Himachal Pradesh, Department of Civil Engineering, Semester 6** has undergone an Internship of six weeks duration from **12-6-2024 to 24-07-2024** from our institute NICS.

During this training he has worked on all aspects of civil drafting using Autocad. with projects based on layers, blocks ,sections, scaling Printing etc and 3D workflow. During this period his conduct and performace was good. We wish him all the best for his future.

NICS
Autho. Sign.

Director
Namdhari Institute of Computer Science
Near Telephone Exchange Bhuntar
Distt. Kullu (H.P)

(3)

TO WHOM IT MAY CONCERN

211604

IT IS CERTIFIED THAT MR. SARTHAK CHAUHAN S/O PRADEEP CHAUHAN ROLL NO. 211604 BRANCH CIVIL B.TECH. 3RD YEARS STUDENTS OF JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY WAKNAGHAT SOLAN H.P. HAS SUCCESSFULLY COMPLETED SIX WEEK INDUSTRIAL TRAINING W.E.F. 18-06-2024 TO 26-07-2024 UNDER JAL SHAKTI SUB DIVISION KOTKHAI TESHIL KOTKHAI DISTT. SHIMLA HP-171202.

DURING THE TRAINING PERIOD HE BEARS GOOD MORAL CHARACTER & BEHAVIOUR. HENCE I WISH HIM EVERY SUCCESS IN HIS LIFE.

PLACE:- KOTKHAI
DATE : 26-07-2024.

(ER. KALYAN DULTA),
ASSISTANT ENGINEER,
JAL SHAKTI SUB DIVISION,
KOTKHAI DISTT. SHIMLA HP.

211608

सत्यमेव जयते

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
National Highways Authority of India
(सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार)
(Ministry of Road Transport & Highways, Government of India)
परियोजना क्रियान्वयन इकाई - बागपत
Project Implementation Unit, Baghpat
फ्रेन्डस कॉलोनी, निकट पी.डब्लू.डी. गेस्ट हाउस, बडौत रोड़, जिला-बागपत - 250609
Friends Colony, Near PWD Guest House, Baraut Road, District Baghpat - 250609
टेलीफोन: 0121-2222971, ई-मेल : piu.baghpat@gmail.com, piubaghpat@nhai.org Web.: www.nhai.gov.in

NHAI/PIU-BPT/1050/2021/D- 13974

Date- 26.07.2024

TO WHOMESOEVER IT MAY CONCERN

This certificate is to confirm that Mr. Ritik Baliyan, a B.Tech (Civil) student (Roll No. 211608) at JAYPEE University of Information Technology, has successfully completed his internship with the NHAI, Government of India. His internship took place from June 14, 2024, to July 26, 2024, with the EPC Contractor M/s Krishna Constellation Pvt. Ltd. on the Delhi-Saharanpur-Dehradun Economic Corridor, Package II.

Mr. Baliyan demonstrated a keen interest in highway construction, and his performance throughout the internship was deemed satisfactory. He consistently exhibited punctuality and a strong work ethic during his time with us. We wish him all the best in his future endeavors and career.

Project Director
NHAI, PIU-Baghpat

CERTIFICATE

211609

It is certified that Mr. Mayank Thakur student of 6th Semester (Civil Engineering) of Jaypee University of information technology, Waknaghat, Distt. Solan(H.P.) has undergone industrial training w.e.f. 14/06/2024 to 27/07/2024 under this Sub-Division. He was deputed on the work "Cconstruction of Commerce Block at Govt. Post Graduate Degree College at Solan(SH:- C/o Civil works water supply and sanitary installation rain water harvesting tank and site development. He has been given exposure to various works related to Civil engineering e.g. study of architectural and structural drawings and execution of work at site.

I wish him all the success in his future.

Dated:-31/07/2024

Assistant Engineer
B&R Sub Division
HPPWD, Solan.

211611 (6)

SS CHAUHANS
CONSTRUCTION PVT LTD

NEAR SHIV MANDIR JAHU
TEHSIL BHORANJ
DISTT. HAMIRPUR
176 048 H P
01972-293007, 250567
ssc.const0007@gmail.com

CERTIFICATE

Ref: SSC/Const/2024- 25

Dated: 26.08.2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. Surya Chauhan, student ID 211611, a student of Jaypee University of Information Technology, Waknaghat, Solan, Himachal Pradesh- 173234, has successfully completed his vocational training program at M/S SS Chauhans Construction Private Limited, VPO Jahu, Tehsil Bhoranj, District Hamirpur (Himachal Pradesh) 176048 from 11th June, 2024 to 26th August, 2024.

Mr. Surya Chauhan demonstrated exceptional dedication, technical proficiency, and a strong results-oriented approach throughout his internship. He was a valuable team member who consistently contributed positively to the term's objectives.

We commend his performance and wish him continued success in his future endeavours.

For M/S SS Chauhans Const. Pvt. Ltd.

Director

(7)

211613

HIMACHAL PRADESH
PUBLIC WORKS DEPARTMENT

email-assistantengineerhppwdlunj1234@gmail.com Phone No.: 01892-273531

TO WHOM IT MAY CONCERN

It is certified that Mr. Anirudh S/O Sh. Naresh Kumar Registration No. 211613 student of B-Tech in Civil Engineering (6th Semester) of Jaypee University of Information Technology Waknaghat, Solan Himachal Pradesh-173234 has completed his six week industrial training successfully under this Sub-Division w.e.f. 11.06.2024 to 22.07.2024. His conduct during the training was excellent. He took very keen interest in this training.

Assistant Engineer,
HP PWD Sub-Division
Lunj.

No. PWD/LSD/Misc./ Industrial Training/2024-25/- 390-93 Dated:- 24-7-2024.

Copy forwarded to the:-

1. The Executive Engineer, Kangra Division H.P. P.W.D. Kangra for information with reference to his letter No. **9991-92** dated 11.06.2024.
2. The Training & Placement Cell-JUIT, Jaypee University of Information Technology Waknaghat, Solan Himachal Pradesh-173234.
3. Mr. Anirudh S/O Sh. Naresh Kumar Village & P.O. Nagrota Surian Tehsil Jawali Distt. Kangra (H.P.)

Assistant Engineer,
HP PWD Sub-Division
Lunj.

211614 (8)

CERTIFICATE

It is certified that Mr. Karan Negi student of 6th Semester (Civil Engineering) of Jaypee University of information technology, Waknaghat, Distt. Solan(H.P.) has undergone industrial training w.e.f. 14/06/2024 to 27/07/2024 under this Sub-Division. He was deputed on the work "Cconstruction of Commerce Block at Govt. Post Graduate Degree College at Solan(SH:- C/o Civil works water supply and sanitary installation rain water harvesting tank and site development. He has been given exposure to various works related to Civil engineering e.g. study of architectural and structural drawings and execution of work at site.

I wish him all the success in his future.

Dated:-31/07/2024

Assistant Engineer
B&R Sub Division
HPPWD, Solan.

211616 (9)

AFCONS INFRASTRUCTURE LIMITED | Shapoorji Pallonji

HRD / BLP / 001

27th July 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Piyush Gautam**, Student of **Jaypee University of Information Technology, Solan** has undergone an internship project on **"Bilaspur Beri Tunnel Project"** in our organization from **10th June 2024 to 25th July 2024** as an intern in Execution department at our **Bilaspur – Beri Tunnel Project (2411), Bilaspur H.P.**

We wish all the best for his future assignments.

For AFCONS INFRASTRUCTURE LTD

Project Manager

21617 (10)

भारतीय प्रौद्योगिकी संस्थान जम्मू
Indian Institute of Technology Jammu
जगती, राष्ट्रीय राजमार्ग -44, नगरोटा, जम्मू (जम्मू और कश्मीर) – 181221
Jagti NH-44, Nagrota, Jammu (Jammu and Kashmir) – 181221
ई-मेल/E-mail: ankit.kathuria@iitjammu.ac.in

IITJMU/CIVIL/TR/1/2024-25/06 **23 July 24**

Mr. Ayush Gupta
Department of Civil Engineering
Jaypee University of Information Technology

Sub: Internship completion letter

This is to certify that **Mr. Ayush Gupta** has successfully completed his internship at IIT Jammu from 11th June 2024 to 23rd July 2024. During this period, he has worked diligently on the project titled **"Observing the Driving Behaviour of Truck Drivers Using the Truck Driving Simulator."**

Mr. Ayush has demonstrated exceptional skills in reviewing research papers related to driving behaviour, and has shown a keen understanding of the intricacies involved in studying driving behavior.

I commend Mr. Ayush for his dedication, hard work, and professionalism throughout the internship. I am confident that the knowledge and experience he has gained during this period will be of great benefit to his future endeavours.

I wish him all the best in his future career.

Ankit Kathuria.

Dr. Ankit Kathuria
Department of Civil Engineering

211618

AYPEE REWA PLANT

JAIPRAKASH
ASSOCIATES LIMITED
Cement Division

JAL/TTG/IT/07-2024

July 27, 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr Aditya Yadav, B.Tech (Civil)** student of **JUIT, Solan (HP)** has undergone Seven Weeks Industrial Training w.e.f **10th June to 27th July 2024** in **Civil Department** at Jaypee Rewa Plant, Rewa.

During the above period of Training we have found him sincere & hard working. He has prepared a project report based on his study.

We wish him a success in future endeavors.

For Jaiprakash Associates Limited
(Cement Division)

Rakesh Shukla
Sr. GM (HR)
Jaypeenagar, Rewa, MP

JAYPEE GROUP

JAYPEE CEMENT

211619 (12)

THE DESIGNERS' CONSORTIUM

SURVEY, GEOTECHNICAL &
STRUCTURAL ENGINEERS

Ref: TDC/TR/JUIT/2024/18

Date: 10.08.2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. Ashish Kumar, Student ID 211619, a student of Jaypee University of Information Technology, Waknaghat, Solan, Himachal Pradesh – 173234, has successfully completed his vocational training program at The Designers' Consortium, Noida (UP) – 201304, from June 10, 2024, to August 10, 2024.

Mr. Kumar demonstrated exceptional dedication, technical proficiency, and a strong results-oriented approach throughout his internship. He was a valuable team member who consistently contributed positively to the team's objectives.

We commend his performance and wish him continued success in his future endeavors.

For The Designers' Consortium

The Designers Consortium

(Anil K Singh)

A-435, Logix Technova
Noida - Gr. Noida Expressway
Sector-132, Noida - 201304
Phone No.: +91120 4176259
Email.: anil2402@yahoo.co.in

(13)

211620

HIMACHAL PRADESH HOUSING & URBAN DEVELOPMENTAUTHORITY

SUB-DIVISION BILASPUR

TO WHOM IT MAY CONCERN

This is to certify that Mr. Rajat Sheetal student of CIVIL ENGINEERING sponsored by the Training & Placement Cel JUIT, Jaypee University of Information Technology, Waknaghat, Solan (HP) has attended the six week industrial training in H.P. Housing & Urban Development Authority , Sub Division Bilaspur under Mandi Division commencing from 12.06.2024 onwards. During this period he has been found honest, hard working , punctual and dedicated to his work.

He bears a good moral character .

I wish him all the success in the future life.

Assistant Engineer,
HIMUDA,Sub Division,
Bilaspur, Distt. Bilaspur (HP)

No.HIMUDA/BSD/W-29/2024- 254 **Dated:-** 27-07-2024

Copy to The Executive Engineer, HIMUDA, Division, Mandi, Distt. Mandi (HP) w.r.t.letter No.HIMUDA/MD/CB/E-3/2024- 1023-24 Dated:- 14.06.2024 for information please.

Assistant Engineer,
HIMUDA,Sub Division,
Bilaspur, Distt. Bilaspur (HP)

PACPPK7732C2ZS

!! Jai Bhalei Mata !! 21621

Kamal Kumar
Engineer, Contractor, Transporter
& Computerised Hot Mix Plant Owner
CONTRACTOR

Tele/Fax : 01896-263502
Mob. : 94180 10751
Er. Gargesh : 94180 85851
e-mail. : kamalkumarbhalei@gmail.com
VILL. BRANGAL P.O. BHALEI
DISTT. CHAMBA (H.P.) - 176 308

Ref. No. : KKC/2024-25/33

Dated : 27/07/2024.

TO WHOM SO EVER IT MAY CONCERN

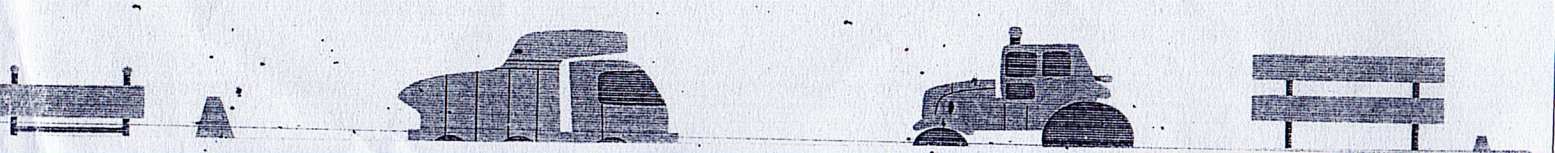
This is to certify that **Mr. AryanThakur,B.Tech (Civil)** student of **JUIT, Waknaghat (H.P)**has undergone Seven Weeks Industrial Training w.e.f **10th June to 27th July 2024** in Civil Construction works at **Kamal Kumar Government Contractor Distt. Chamba Himachal Pradesh**

During The period Aryan Thakur has demonstrated a commendable level of enthusiasm, diligence and a keen understanding of civil engineering principles.

We wish him continued success in his future endeavors.

27/07/2024

Kamal Kumar
"A" Class Govt. Contractor
Vill. Brangal P.O. Bhalei
Teh. Salooni Distt. Chamba (H.P.)



211622

एसजेवीएन लिमिटेड
SJVN Limited
(A Joint Venture of Govt. of India & Govt. of H.P.)
A Mini Ratna & Schedule 'A' PSU
CIN: L4014HP1988GOI0020409
रामपुर हाइड्रो पावर स्टेशन
Rampur Hydro Power Station

Ref. SJVN/RHPS/HR/Estt013/-2157 **Dated- 02.08.2024**

To Whomsoever It May Concern

This is to certify that Mr. Ayush Goyal, S/o Lt Sh Shyam Gupta ,B.Tech(Civil.),student of Jaypee University of information & Technology,Waknaghat Shimla has successfully completed Industrial/ Project Training in Rampur Hydro Power Station, 412 MW, Bayal, Distt. Kullu (H.P) w.e.f 13.06.2024 to 02.08. 2024.

He was found sincere and hardworking during the training period.

Manju Saini 02.08.2024

(Manju Saini)
Manager(HR)

Manager (HR)
Human Resource Deptt.
Rampur HPS, Bayal

Summer Internship CSE&IT

Academy of Skill Development

A non-profit trust registered with Govt. of West Bengal U/S 60 and Rule 69 with registration number -190307248

We dream of self-sufficient India
हम आत्मनिर्भर भारत का सपना देखते है

Industrial Internship Certificate

This certificate is awarded to

HARISH THAKUR

of

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY,WAKNAGHAT

CERTIFIED ISO 9001:2015 CERTIFIED

for successfully completing the Industrial Internship on

DATA SCIENCE, AI AND ML USING PYTHON

from

25-05-2023 to 08-07-2023

and implementing the project titled

HEART DISEASE PREDICTION

ASD Skills For Employment

Certificate ID: ASD/DAT/JAY/HEA/41296

Issue Date: 08-07-2023

Head
Technology Services

VERIFIED

Head
Operations

MSME Ministry of MSME, Govt. of India

N·E·A·T National Educational Alliance for Technology

Microsoft Technology Associate

211101

WEBSETTERS

22nd July 2024

TO WHOM IT MAY CONCERN

This is to certify that **Nikhil Guleria** has been associated with our organization as **Digital Marketing cum SEO Intern** for the period from **11th June 2024** to **22nd July 2024**. We found that Nikhil is effective in discharging the responsibilities assigned to him. During his tenure with us for the above period, we found him honest, hardworking, and well-behaved.

We wish him success in future assignments.

HR

Websetters Pvt Ltd.

2111102

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H.O.: SCO 118 - 120, Sector 34 - A, **CHANDIGARH**
B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate of Training

Certificate

No. Infowiz/6W2024/6175

This is certified that Mr./Ms. Aayush Sharma S/D/o. Sh. Anil Kumar Sharma

of JUIT, Solan has successfully undergone Training Course Python

From June 2024 to July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

4

211 103

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CII Member of Confederation of Indian Industry

ISO 9001 CERTIFIED

14 YEAR OF EXCELLENCE

ISO Certification

No. Infowiz/6W2024/[illegible]

This is to certify that Mr. / Ms. Pranav Upadhyay S/D/o. Sh. Vivek Upadhyay

of Jaypee University has successfully done more than One Hundred and Twenty Hours (120 hrs.)

on Web Development from June 2024 to July 2024

During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Authorised Signatory

Managing Director

(5)

211104

PARKnSECURE INDIA PVT. LTD.

PARKnSECURE
-Sprung in Completeness-

23rd July 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Shreya Bhardwaj** has completed her internship in **TMS/ATMS Projects using AI** from **12th June 24 to 23rd July 24** under the guidance of **Mr. Chandan Yadav (Software Developer).**

During this tenure her performance was found good.

We wish her all success for her future career.

For ParknSecure India Pvt Ltd

PARKnSECURE INDIA PVT. LTD. Authorized Signatory

Authorized Signatory

CIN: U72900HR2017PTC066995
Email: info@parknsecure.com
Ph: 0124-2659065

1005, 10th Floor, JMD Megapolis, Sohna Road, Sec-48, Gurugram – 122018, Haryana, India

Unit No. 726, JMD Megapolis, Sec-48, Gurugram – 122018, Haryana, India

7

211105

Culinda

CERTIFICATE OF INTERNSHIP

Date: 12-08-2024

Mr. Ujjwal Pathak
College: Jaypee University of Information Technology
Branch: CSE

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr.Ujjawal Pathak has successfully completed his internship with our organization as a Software Engineer Intern from 10-06-2024 to 27-07-2024. This internship undergone in hybrid mode.

During his tenure with us, we found him to be diligent and hard working. We wish him all the best in his future endeavors.

Authorized Signatory

D.Srinivas
HR Manager

Culinda India Private Limited

Plot No: 4/2, Sector 1, 4th Floor, RAM SVR,
HUDA Techno Enclave, Madhapur, Hyderabad 500034.

hr@culinda.com | www.culinda.io

8

271106

स्वच्छ भारत
एक कदम स्वच्छता की ओर

रिफाइनरीज प्रभाग
Refineries Division

इंडियन ऑयल कॉर्पोरेशन लिमिटेड
मथुरा रिफाइनरी, मथुरा-281 005 (उ.प्र.) भारत
Indian Oil Corporation Limited
Mathura Refinery, Mathura-281 005 (U.P.) India
Tel. : 0565-2417989
Website : www.indianoil.in

HR/TRG/MRSummerTrg/2024-25/7152 Date-29-Jul-2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Parth Sharma a student of B.Tech(CSE) from Jaypee University of Information Technology, Solan has undergone Summer Internship in Info. Systems department of Mathura Refinery, Indian Oil Corporation Limited for a period from 15-Jun-2024 to 29-Jul-2024.

During the course of his training he has successfully completed a research project titled "Emergency Response Optimization for Chemical Leaks in IOCL Facilities Using Autonomous Assessment Bots". We found him keen on acquiring insights into organizational systems & procedures besides being enthusiastic in applying the concepts, theories and undertaking research. We wish him all success in his career.

Ram Raj
SM(MS, L&D)

राम राज
Ram Raj
वरिष्ठ प्रबंधक (प्रबंधन सेवाएं,अधिगम एवं विकास)
Senior Manager (MS,L&D)
इंडियन ऑयल कॉर्पोरेशन लि.
Indian Oil Corporation Ltd.
मथुरा रिफाइनरी, मथुरा -281005
Mathura Refinery, Mathura-281005

2111107

BLACKCRAB
MAKE IT POSSIBLE

CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

Ashi Gupta

for completion of summer internship program on "Home Construction Company Landing Page" from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)

9

211108

CSE/SIRU-2024/1028

RAMANUJAN UNIVERSE

JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY, NOIDA

(Declared Deemed to be University u/s Sec 3 of UGC Act 1956)

To whomsoever it may concern

This certificate is presented to "Uday bhardwaj", Jaypee University of Information Technology, Solan, in recognition of completion of his internship on High Performance Computing using Ramanujan Universe starting from 5th June 2024 till 21st July 2024.

Dr. Varun Srivastava
(Project Lead)

Prof. Vikas Saxena
(Director & HoD, CSE-JIIT)

10

211109

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A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

ISO 9001 CERTIFIED

Employee ID: - 3188

Dated: - 23/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Akshit Chauhan** S/O **Raspal Singh** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Web Development** at INFOWIZ Software Solutions Chandigarh from **03rd June, 2024** to **23rd July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Rajiv Nayyar
Director
INFOWIZ

Here the future begins.....

Authenticity Barcode

SCO 118-120, Basement,
Sector - 34 A, CHANDIGARH
Phone : 0172-4567888
Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

CSE/SIRU-2024/1008

RAMANUJAN UNIVERSE

JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY, NOIDA

(Declared Deemed to be University u/s Sec 3 of UGC Act 1956)

To whomsoever it may concern

This certificate is presented to "Arun Thakur", Jaypee University of Information Technology, Solan, in recognition of completion of his internship on High Performance Computing using Ramanujan Universe starting from 5th June 2024 till 21st July 2024.

Dr. Varun Srivastava
(Project Lead)

Prof. Vikas Saxena
(Director & HoD, CSE-JIIT)

13

211111

Solitaire Infosys | Simple Creative Innovative

S. No. 441486

Certificate of Training

This certificate has been awarded to Mr./Ms. Roodvansh Mehta from JUIT, Waknaghat who has undertaken an internship program of 6 weeks from 15/06/2024 to 29/07/2024 in React JS Department from Solitaire Infosys Pvt. Ltd.

During the tenure of this internship with us, we found the candidate self-starter and hardworking. Also, he/she had worked sincerely on the assignments and his/her performance was satisfactory to be part of the team.

We wish the candidate success for all the future endeavors.

For Solitaire Infosys Pvt. Ltd.

Human Resources Department.

CERTIFIED ISO 9001 2015 COMPANY

Note To check the authentication of certificate, please visit www.slinfy.com

2 1 1 1 2

CERTIFICATE
OF INTERNSHIP

This certificate is presented to:

Aamya Chauhan

Completed two months of internship in the Software Development Department as Jr. Frontend Developer at PathOr Platforms Pvt. Ltd.

Pranshu Ranjan
CEO, Chairman

Srishti Rachna
Vice Chairman, Managing Director

CIN:U72500BR2022PTC0570

15

211113

HUGHES SYSTIQUE

Date: Aug 09, 2024

To Whomsoever It May Concern

This is to certify that Jyotiraditya Chopra was associated with Hughes Systique Pvt. Ltd. from **June 10, 2024,** to **Aug 09, 2024** as a Trainee under the guidance of Manish Sharma (Senior Principal Engineer).

Jyotiraditya was involved in the development and implementation of a Retrieval Augmented Generation (RAG) system. He contributed to designing the RAG architecture, integrating data retrieval mechanisms, and optimizing the generation algorithms.

During the training, Jyotiraditya has demonstrated great zeal to learn new things and dedication towards the project and his overall performance during the training period was found good.

for Hughes Systique Pvt. Ltd.

Shilpa Mitra Roy

Director – Human Resources

D-24, Infocity II, Sector 33. Gurgaon, Haryana 122001. India.tel 91 124 417 8999 fax 91 124 417 8899
Regd. OFF.: 1, Shivaji Marg, Westend Greens, N.H. – 8, New Delhi – 110 037

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Certificate of Training

Certificate

No. Infowiz/6W2024/S905

This is certified that Mr./Ms. Avanish Thakur S/D/o. Sh. Dhananjay Thakur

of JUIT, Solan has successfully undergone Training Course Data Science

From 08 June 2024 to 24 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

2 11114

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211116

INFOWIZ
A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

ISO9001 CERTIFIED

Employee ID: - 2533

Dated: - 19/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Raman Sharma** S/O **Manoj Kumar** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Web Development** at INFOWIZ Software Solutions Chandigarh from **03rd June, 2024** to **19th July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Kamal Jot Kansal
Director
INFOWIZ

INFOWIZ
SCO 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

Here the future begins.....

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Sector - 34 A, **CHANDIGARH**
Phone : 0172-4567888
Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

18

2.11.17

JIL INFORMATION TECHNOLOGY LIMITED

An ISO 9001 : 2015 & ISO 27001 : 2022 Company
CMMI-DEV V2.0

Date: 30.07.2024

CERTIFICATE

This is to certify that Sh. Vinayak Sharma has undergone for internship in our organization from 13.06.2024 to 30.07.2024. During this period, he worked as Software Development Intern.

We found him very sincere and dedicated towards the assignments.

We wish him all the best for his future endeavors.

Yours faithfully,

For JIL INFORMATION TECHNOLOGY LTD.

(Authorised Signatory)

Regd. Office : 54, Basant Lok, Vasant Vihar, New Delhi - 110057 (India)
Head Office : 64/4, Site IV, Sahibabad Industrial Area, Distt. Ghaziabad-201010 (India)
Phone : +91(120) 4963100, 4964100 E-mail : sales.info@jilit.co.in
Website : www.jilit.co.in **CIN** : U62099DL2000PLC120604

19

211119

INFOWIZ
A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

ISO9001 CERTIFIED

Employee ID: - 5330

Dated: - 19/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Shivam Deswal** S/O **Jaswinder Singh** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in AI** at INFOWIZ Software Solutions Chandigarh from **03rd June, 2024** to **19th July, 2024.**

During the tenure, we found him a hardworking and innovative individual.

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

Kamal Jot Kansal
Director
INFOWIZ

Here the future begins.....

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Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

20

211120

एसजेवीएन लिमिटेड
SJVN Limited
(भारत सरकार एवं हिमाचल प्रदेश सरकार का संयुक्त उपक्रम)
(A Joint Venture of Govt. of India & Govt. of Himachal Pradesh)
मिनी रत्न एवं अनुसूची 'ए' पी. एस. यू.
A 'Mini Ratna' & Schedule 'A' PSU
CIN: L40101HP1988GOI008409

SJVN/CHQ/HR/HRD/115/606 26.07.2024

To Whom So Ever It May Concern

This is to certify that Mr. Saksham Gupta, student of B.Tech. (Computer Science & Engineering), Jaypee University of Information Technology, Waknaghat, Distt. Solan (HP) has undergone Industrial Training in SJVN Limited w.e.f. 12.06.2024 to 26.07.2024. During the training period, he was deputed in IT&SE Department, Corporate Headquarters, SJVN, Shimla. He has successfully completed the internship, which was evaluated and found to be Excellent.

During this period he was found sincere and industrious.

We wish him bright future and success in life.

(Dr. Vandana Bagharia Sehgal)
Sr. Manager (HR)
Corporate Training & HRD

CERTIFICATE
OF INTERNSHIP

KATBOTZ
Connecting ideas, people & solutions

This is to certify that **Mr.**/ Mrs./ Miss

Shivalik Singh

Student at JUIT, Himachal Pradesh has completed his internship for the period of

MAY 1, 2024 TO JULY 31, 2024

We appreciate his outstanding participation and work as the data analyst intern at KATBOTZ LLC.

Ashish Katyayan

Ashish Katyayan
CEO

Aparna P

Aparna Padwal
HR MANAGER

22

INFOWIZ
A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

21/122

ISO9001 CERTIFIED

Employee ID: - 7488

Dated: - 23/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Tanishq Koundal** S/O **Rajan Kumar** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Web Development** at INFOWIZ Software Solutions Chandigarh from **03rd June, 2024** to **23rd July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Kamal Jot Kansal
Director
INFOWIZ

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
Ph. 4567888, 98885-00888, 98888-0056

Here the future begins.....

Authenticity Barcode

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Sector - 34 A, **CHANDIGARH**
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Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

21123

INFOWIZ
A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

ISO9001 CERTIFIED

Date: 3-July-24

To

The Director
Training & Placement officer,
Jaypee University of Information Technology

Subject: **Confirmation (NOC)** for 6 Weeks Software Training in A.I

Dear Sir/Madam,

I would like to take this opportunity to introduce ourselves – **INFOWIZ A Software Solution** is a 9 years young organization which has won the **NATIONAL AWARD** for **4 consecutive years 2014, 2015 & 2016 &2017** for **BEST Industrial Training** from **Hon` able GOVERNER of Punjab & Haryana Sh. Kaptan Singh Solanki.** He is also the **Chancellor of PTU & Punjabi University**. INFOWIZ is a member of Confederation of Indian Industry (**CII membership number – N4654P**) & also with an **ISO Certification** which has been working in the field of **CSE, IT, ECE, MECHNICAL, CIVIL & EE.** Our clients range from small, medium to large scale Business houses & individuals. We also provide the offshore companies of US, UK, France, Ireland, Canada and Australia with quality and timely Web and SEO services. It is an association which is functioning in the field of **IPhone & Android Application, Robotics, Embedded systems, VLSI-VHDL, Automation, Web Development (PHP & .NET), SEO, Digital Marketing Cloud Computing, JAVA, Web Designing, Networking, Automobile, AutoCAD, CATIA, Solid Works, PRO-E, CREO, REVIT, Staad-pro, SAS, SAP, 3DS-MAX & Primavera.**

We, **INFOWIZ A Software Solution (ISO 9001:2015 Certified)** confirm your training of Mr/Ms. Rishab Chaudhary S/D/O Sh. Sanjay Kumar University Roll No 211123 of CSE branch in our esteemed organization and as per rule we provide the No Objection Certificate for 6 Weeks Software Training. His/Her training will start from 3-July-24

Our endeavor will be to impart & enhance knowledge of the student.

Thanks & Regards

Mr. Kamal Jot Kansal
Director
INFOWIZ A Software Solution

Here the future begins.....

Authenticity Barcode

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Sector - 34 A, **CHANDIGARH**
Phone : 0172-4567888
Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

24 : 21/12/24

Internship Certification Letter

July 25, 2024

To whom it may concern,

This certification proves that **Akshay** Third year student of B.tech in computer science and Engineering , Jaypee University of information and technology , has completed the internship with verzeo as a **Mern stack Intern**. he started the internship from **Tuesday, June 11, 2024** until **Thursday, July 25, 2024**.

During his period with the company as an Intern, he displays enthusiasm, leadership, self-discipline, and self-motivation.

We are lucky to have him as one of our interns and we would like to wish him all the best.

Sincerely,

Tanzim Nifif

Academic Head

T. Nifif

Date
Thursday, July 25, 2024

Company
Verzeo

Managing Director - Vungarala Subrahmanyam
Bengaluru, Karnataka · 080 4716 6564

CSE/SIRU-2024/1024

RAMANUJAN UNIVERSE

JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY, NOIDA

(Declared Deemed to be University u/s Sec 3 of UGC Act 1956)

To whomsoever it may concern

This certificate is presented to "Sidhant Guleria", Jaypee University of Information Technology, Solan, in recognition of completion of his internship on High Performance Computing using Ramanujan Universe starting from 5th June 2024 till 21st July 2024.

Dr. Varun Srivastava
(Project Lead)

Prof. Vikas Saxena
(Director & HoD, CSE-JIIT)

TECH mahindra

Tech Mahindra Limited
Sharda Center, Off Karve Road
Pune 411004, Maharashtra
Tel: +91 20 6601 8100
Fax: +91 20 2542 446
Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

August 12, 2024

To
Ishita Verma
412/A Railgaon Subedarganj Prayagraj
Jaypee University Of Information Technology waknaghat, solan

Subject: Internship Completion Certificate

This is to certify that Ishita Verma (Associate ID - C122867) has completed internship program with Tech Mahindra Ltd. (from 12 June 2024 to 12 August 2024). She worked on the project titled Diagnostic Tool under the guidance of Anjana Sen.

Yours Sincerely,
For **Tech Mahindra Ltd., India**

Vinay

TECH MAHINDRA LTD. Tech Mahindra

Vinay Agrawal
Head - Business HR

32370: 12082024 :221315:1

211127

CETPA

TRAINING | RECRUITMENT | DEVELOPMENT

A CMMI Level 5 Company

This is to certify that

PRADYUMN VASHISHT

has successfully completed Training in

"Cyber Security"

at CETPA INFOTECH PVT. LTD.

Skill Partner of

TCS iON

8 June, 2024

Mr. Anil Kumar Singh
Director
CETPA INFOTECH PVT. LTD.

Mr. Vikas Kalra
Director
CETPA INFOTECH PVT. LTD.

27

211128

BHARAT SANCHAR NIGAM LIMITED

No 289/0342

OFFICE OF THE GENERAL MANAGER TELECOM
DISTRICT KANPUR - 208001

CERTIFICATE

This is to Certify that ~~Mr./~~Miss Srishti Aggarwal

a student of Degree/~~Diploma~~/Post ~~Graduate~~ in B.Tech (C.S.E.)

at Jaypee University of Information Technology, Waknaghat, Solan, H.P.

has successfully completed ~~his~~/her 06 Week Vocational / Summer Training/

Internship with effect from 18.06.2024 to 29.07.2024 in Kanpur Telecom District.

~~Wishing her good performance~~ We wish every success in ~~his~~/her Life

Dated : 07.08.2024

Prepared by

Checked by 07/08/24

Asstt. General Manager (Admn.)
Kanpur Telecom District

28

29

211130

ADVANCED TECHNOLOGY AND RESEARCH INNOVATION GROUP LTD

EXPERIENCE LETTER

To Whom It May Concern,

This is to certify that **Mr. Aryaman Tiwari** has worked with **Advanced Technology and Research Innovation Group Ltd** as an **Intern** in the **Machine Learning and Artificial Intelligence** department from **10 June 2024** to **25 July 2024**.

During his tenure, Aryaman has demonstrated exceptional skills and dedication in integrating machine learning and artificial intelligence into our legal tech solutions. His role was pivotal in contributing to various projects aimed at innovating and improving the services we offer to our clients.

Aryaman exhibited a commendable work ethic, a high degree of professionalism, and an ability to quickly grasp new concepts. His contributions were highly valued, and he proved to be an asset to our team.

We are confident that Aryaman will excel in his future endeavors and wish him all the best in his career.

If you have any questions or require additional information, please do not hesitate to contact us at info@Caseminister.com.

Warm regards,
Tushar Atri

Tushar Atri

CEO/ Founder

211131

WHATSPOLL
ASK. VOTE. GUIDE. DECIDE.

CERTIFICATE OF INTERNSHIP

IT IS HEREBY ACKNOWLEDGED THAT

Ms Nandini Aggarwal

HAS SUCCESSFULLY COMPLETED THE

Internship as 'Software Quality Analyst - Intern' from 03.07.2024 to 08.08.2024 with Shaadiberry Online Ventures LLP

Issue Date: Aug 10, 2024

[Auth. Signatory]

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2 11132

WEALTHBUY
mind UR money

Phone(India): 9931202042
Email: wealthbuy@gmail.com
Website: wealthbuy.in

PLOT NO–140, ROAD NO-22 S K NAGAR, NEW CAPITAL , PATNA, Bihar, India - 800001

Date: 29-07-2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Deep Shekhar**, a B.Tech student at **Jaypee University of Information Technology, Solan, HP**, has completed his internship with **Wealthbuy Finserve Pvt. Ltd.** from **10/06/2024 to 27/07/2024** as an **Application Developer**.

During this period, Deep Shekhar worked on mobile application development, demonstrating strong skills in designing, coding, testing, and debugging apps. He was responsible, sincere, and eager to learn, making valuable contributions to the team.

We wish him all the best in his future endeavors.

With regards,

Jayant

Jayant Prasad

Director, Wealthbuy Finserve Pvt. Ltd.

211134

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B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate of Training

Certificate

No. ~~Infowiz/Gen/2024/5930~~

This is certified that Mr./Ms. Vassav Khimta S/D/o. Sh. Rajeev Khimta

of JUIT, Solan has successfully undergone Training Course Web development

From 10 June 2024 to 26 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 9876113887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

32

2/11/35

CSE/SIRU-2024/1027

RAMANUJAN UNIVERSE

JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY, NOIDA

(Declared Deemed to be University u/s Sec 3 of UGC Act 1956)

To whomsoever it may concern

This certificate is presented to "Sushen singh rana", Jaypee University of Information Technology, Solan, in recognition of completion of his internship on High Performance Computing using Ramanujan Universe starting from 5th June 2024 till 21st July 2024.

Dr. Varun Srivastava
(Project Lead)

Prof. Vikas Saxena
(Director & HoD, CSE-JIIT)

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34

211136

CERTIFICATE

ISO 9001 2015 CERTIFIED

Corporate Identification Number
U80903DL2020NPL371984

14364000023153783

Ybi Foundation

This is to certify that

Anuska Srivastava

has successfully completed

Artificial Intelligence and Machine Learning Internship

Duration: 2 Months completed on Friday, Aug 16 2024

demonstrated exceptional dedication with strong willingness to learn and actively engaged in projects and tasks exhibiting remarkable skills with high level of professionalism.

ISO 9001Certified

Dr. Alok Yadav
Friday, Aug 16 2024

Scan QR Code for Certificate Verification
Credential ID: 43Y08RFMMFALM

www.ybifoundation.org (+91) 966 798 7711 support@ybifoundation.org

34

211136

35

211138

CERTIFICATIONS

Global
DIGITAL SOLUTION

Date: 01 August 2024

Dear Ritesh Dhiman,

We are pleased to inform you that you have successfully completed your Web Developer internship at Global Digital Solution, working in a hybrid capacity from June 10, 2024 to July 31, 2024.

Throughout your tenure, your dedication, enthusiasm, and commitment were commendable, significantly contributing to our projects and team. During your internship, you demonstrated an exceptional understanding of software development principles.

Your eagerness to learn, proactive problem-solving approach, and adaptability to working in a remote environment were highly valued by the team. Your contributions to our projects were exemplary, showcasing your ability to grasp new concepts swiftly and apply them effectively.

Congratulations on your achievements. We extend our best wishes for your continued success.

Sincerely,
Yanuj Sharma
(Chief Executive Officer)

GLOBAL DIGITAL SOLUTIONS
SM Height C, 205, Phase 8B, Mohali

Global Digital Solution

GST : 02GFMPS7665G1ZW
+91 96251 22698, +91 82880 33879 SM Height C-205 Mohali, 140301
info@globaldigitalsolution.co.in www.globaldigitalsolution.co.in

36

211139

Indian Institute of Technology Mandi
Kamand, Himachal Pradesh - 175075

भारतीय प्रौद्योगिकी संस्थान मण्डी
कमांद, हिमाचल प्रदेश - 175075

Date: 24th July, 2024

To Whom It May Concern

This is to certify that **Mr. Nitish Sharma** asssociated with the Digital and Computing Services (DCS) Section at Indian Institute of Technology (IIT), Mandi as a trainee for period of 45 days **(from 10th June 2024 to 24th July 2024).**

During his tenure, **Mr. Nitish Sharma** displayed strong analytical skills to learn new concepts and technologies. He communicated effectively with team member and design the front end page for IIT Mandi Intranet Portal.

Based on his performance and conduct during his internship, we believe that **Mr. Nitish Sharma** has acquired valuable skills and experiences that will aid him in his future endeavors.

Dean
Digital & Computing Services
Indian Institute of Technology Mandi,
Himachal Pradesh, India-175075

Prof. Arti Kashyap
Dean (Digital and Computing Services)
Indian Institute of Technology (IIT), Mandi, HP.
Email: - deandcs@iitmandi.ac.in

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211140

CERTIFICATE

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

General Manager Telecom District Dharamshala (HP)

Certificate of Training

This certifies that Mr./Miss MANAV GAUTAM, Student of B.TECH CSE (Sem- 6th) of JAYPEE UNIV. WAKNAGHAT has successfully completed SIX weeks industrial training from 10th JUNE 2024 to 22ND JULY 2024 in BSNL PALAMPUR (SDCA)

Awarded on 22nd day of JULY 2024.

महाप्रबंधक दूरसंचार (अनुरक्षण)
धर्मशाला (हि०प्र०) 176061

Serial No. 0001

(Stamp & Sign. of Issuing Authority)

2111491

भारत हेवी इलेक्ट्रिकल्स लिमिटेड रानीपुर, हरिद्वार

BHARAT HEAVY ELECTRICALS LIMITED, RANIPUR, HARIDWAR

TRAINING CERTIFICATE

Registration No. : 202400184 **Certificate No. : KP6M0184**

Mr Chetanya Agarwal, Son of Shri Vikas Goel, Student of JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, Solan (Himachal Pradesh), Computer Science Engineering Branch has undergone Vocational Training in **Bharat Heavy Electricals Limited, Haridwar** from **10.06.2024** to **04.08.2024**.

The area of training was "**BHEL Township complaint portal system using HTML, CSS, JAVA Script, SQL & Express JS".**

The performance of the trainee during the above training period was **Very Good**.

Date: 07.08.2024

मनीष

मनीष कुमार श्रीवास्तव
वरिष्ठ अभियंता, मा०संवि० केन्द्र
बी०एच०ई०एल०, हरिद्वार

(Section In-charge)
VT CELL, HRDC

38

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21142

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MTI/2024-25/HRL

Training Letter

This is to certify that **Mr. Tejas Bogra**, a student of **Computer Science & Engineering, Jaypee University of Information Technology, Waknaghat, Himachal Pradesh**, pursuing his **B.Tech** (Bachelor of Technology) has completed his training at **Meritech Software Pvt Ltd** from 1st June 2024 to 31st July 2024.

During the training, he has worked on different modules of company projects under the guidance of his project head.

He is diligent and enthusiastic with zeal to do his best on project.

We find him sincere, hardworking, technically sound and result oriented.

Thanking you,

For **Meritech Software Pvt. Ltd.**

Sameer Mehta
Manager - HR

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211143

sopra steria

Date: 13th August 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Anuja Purohit has successfully completed her project from 10/06/2024 to 15/07/2024 for the partial fulfillment of B.Tech (CSE). The project titled "**Universal Shopping**" was done at Sopra Steria India, under the guidance of Vikash Kumar.

We congratulate you on the successful completion of the project and wish you success in all future endeavors!

Mentor

Name: Vikash Kumar

Designation: Manager - Technical Consultant

Approving Authority

Name: Chanchal Chauhan

Designation: Head – Talent Development

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211144

SaiKet Systems

Innovate. Elevate. Excel.

Date: 28-07-2024

INTERNSHIP COMPLETION CERTIFICATE

This is to certify that **Aradhya, Intern ID: SKS/A2/C3593** currently pursuing a B.Tech from Jaypee University of Information Technology, was working as a **Data Analysis Intern** with Saiket Systems from June 2024 to July 2024.

During this period, they have served as a Data Analysis Intern and have displayed remarkable dedication, sincerity, and a strong desire to learn. They have exhibited exceptional Data Analysis skills and effective communication abilities. Moreover, their attention to detail has been truly impressive.

They have consistently approached new assignments and challenges with enthusiasm, showcasing their passion for Data Analysis. Their commitment and willingness to acquire new knowledge and skills have been evident throughout their internship.

We extend our best wishes to Aradhya for a successful future, and we have no doubt that they will continue to excel in the field of Data Analysis.

Saiket Systems

SaiKet Systems Pune, Maharashtra

MICRO, SMALL & MEDIUM ENTERPRISES

support@saiket.in www.saiket.in

211147

INTERNSHALA TRAININGS

Certificate of Training

Yashovardhan Singh Sisodiya

from JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY has successfully completed a 6-week online training on **Prompt Engineering for GenAI**. The training consisted of Getting Started with Prompt Engineering, Deep Diving Into the Concept of Prompting, Prompt Engineering for Technology, Prompt Engineering for Digital Marketing, AI for HRM, AI tools for Design, AI for Professional Growth, Ethical aspects of using AI, and Final Project modules.

In the final assessment, Yashovardhan Singh scored 68% marks.

We wish Yashovardhan Singh all the best for future endeavours.

Sarvesh Agrawal

FOUNDER & CEO, INTERNSHALA

43

44

211148

The WoolKnitters

HAND SPUN AND HANDMADE | SLOW FASHION |
EMPOWERING OUR LOCAL WOMEN & NATURAL FIBER

Date 20-07-2024

Certificate

This is to certify that Mr. Aditya Guleria has undergone Summer Internship 2024 in our organization from 07.06.2024 to 20.07.2024. During this period, he worked as a UI/UX Development Intern. ✓

We found him very sincere and dedicated towards the assignments.

We wish him all the best for his future endeavors.

The Wool Knitters

(Authorized Signatory)

Madan Lal Chopra Late Sh.Shyam Lal, Bajuara Vill. Kalehali,
Kullu,Himachal Pardesh,175125

45

211149

Internship Completion Certificate

31 July, 2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Devansh Dhawan, has successfully completed an internship at AccelPro Technologies India Private Limited from **10 June, 2024 to 27 July, 2024**.

During this period, he worked as a **Software Developer Intern** in the Engineering Department of AccelPro and was involved in Research & Development of Comprehensive Multifactor Authentication Project.

We found Devansh extremely Talented in the given Project Topic & Demonstrated High-Quality Software Development Work, He was able to perform the given tasks with minimal guidance. He has proved that he can work independently on complex tasks & designs to successfully develop & integrate complex Cyber Security Operating System Product.

We appreciate Devansh's valuable contributions and commitment during the internship. We wish him all the very best in his future endeavors.

Sincerely,
For AccelPro Technologies India Private Limited.

ACCELPRO TECHNOLOGIES INDIA PVT. LTD. New Delhi

(Aditya Malhotra)
Chief Executive
Noida, Uttar Pradesh, India – 201301

46

211150

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY UNA
HIMACHAL PRADESH
An Institute of National Importance under MoE
Saloh, Una – 177 209

Website: www.iiitu.ac.in

MRITYUNJAY SINGH
ASSISTANT PROFESSOR (SoC)

29, Jul.'24

TO WHOM IT MAY CONCERN

This is to certify that **MS. SAMRITI THAKUR,** B. Tech (III year) from **JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT (SOLAN) HIMACHAL PRADESH** has successfully completed her summer internship from **June 13 to July 29, 2024** under my supervision. She has done internship on the topic **"Enhancing Video Quality using Machine Learning and Generative AI".** She has gained knowledge of Video Data Analysis, Machine Learning and Generative AI. During this period, she worked dedicatedly on various Machine Learning and Generative AI models using python.

I wish her a grand success in future endeavors.

29/07/24

(MRITYUNJAY SINGH)
SUPERVISOR

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY * UNA *

CERTIFICATIONS

Cognifyz

Nagpur, Maharashtra, India
cognifyztechnologies@gmail.com
www.cognifyz.com

Date - 01/07/2024

INTERNSHIP OFFER LETTER

Dear Ishita Mishra
Ref. : CTI/A1/C50150

Congratulations! We are pleased to inform you that you have been selected for the position of **Machine Learning Intern** at Cognifyz Technologies. We were impressed by your qualifications, skills, and enthusiasm for data analysis, and we are excited to have you join our team.

As a Machine Learning intern, you will have the opportunity to work on various projects and tasks, analyze complex datasets, and derive meaningful insights. Your role will involve collecting, cleaning, and interpreting data, as well as assisting in the development of machine learning solutions. We believe that your analytical mindset and attention to detail will contribute significantly to our organization's success.

We would like to take this opportunity to congratulate you once again and welcome you to Cognifyz Technologies. We are confident that this internship will provide you with valuable hands-on experience and further enhance your skills in the field of machine learning.

Best Regards,
Sukrit Chulhan
Cognifyz Technologies

49

211153

Cognifyz
Where Data Meets Intelligence

Cognifyz Technologies

Internship Completion Certificate

Date -10/08/2024

This is to certify that **Rakshita Kaushik, (Intern ID: CTI/A1/C44977)**, currently pursuing a B.Tech from The Jaypee University of Information Technology, was working as a **Data Science Intern** with Cognifyz Technologies from July 2024 to August 2024.

During this period, she has served as a Data Science Intern and has displayed remarkable dedication, sincerity, and a strong desire to learn. She has exhibited exceptional coordination skills and effective communication abilities. Moreover, her attention to detail has been truly impressive.

She has consistently approached new assignments and challenges with enthusiasm, showcasing her passion for Data Science. Her commitment and willingness to acquire new knowledge and skills have been evident throughout her internship.

We extend our best wishes to Rakshita Kaushik for a successful future, and we have no doubt that she will continue to excel in the field of Data Science.

With Regards,
Cognifyz Technologies

Cognifyz Technologies
Cognifyz Technologies
Nagpur, India

All India Council for Technical Education
AICTE

MSME
MICRO, SMALL & MEDIUM ENTERPRISES

cognifyztechnologies@gmail.com www.cognifyz.com

211154

CSE/SIRU-2024/1005

RAMANUJAN UNIVERSE

JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY, NOIDA

(Declared Deemed to be University u/s Sec 3 of UGC Act 1956)

To whomsoever it may concern

This certificate is presented to "Aditya Pratap Singh Chauhan", Jaypee University of Information Technology, Solan, in recognition of completion of his internship on High Performance Computing using Ramanujan Universe starting from 5th June 2024 till 21st July 2024.

Dr. Varun Srivastava
(Project Lead)

Prof. Vikas Saxena
(Director & HoD, CSE-JIIT)

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52

211156

भारत सरकार, रक्षा मंत्रालय
पद्धति अध्ययन एवं विश्लेषण संस्थान
रक्षा अनुसंधान तथा विकास संगठन
मेटकाफ भवन, दिल्ली -110054
फोन : +91-11-23882440
फैक्स : +91-11-23819033
ईमेल : director.issa@gov.in

Govt. of India, Min of Defence
Institute for Systems Studies & Analyses
Defence R & D Organization
Metcalfe House, Delhi-110054
Phone: +91-11-23882440
Fax No: +91-11-23819033
E-mail: director.issa@gov.in

सं. / No: ISSA/HRD/Stud_Trg/2024/62
दिनांक/Date: 29 August 2024

प्रशिक्षण प्रमाणपत्र / TRAINING CERTIFICATE

This is to certify that **Mr. Ankush Singh** student of **B.Tech (CSE), (Roll No. 211156)** from **'Jaypee University of Information Technology, Solan, HP'** has worked on project titled **"Two-Side Battle Simulation Using Reinforcement Learning"** under the supervision of **Sh. Pritesh Kumar Srivastava, Scientist 'E'**, Institute for Systems Studies and Analyses, Defence R & D Organisation, Ministry of Defence during **10th June 2024** to **12th August 2024**.

29-8-2024

(प्रितेश कुमार श्रीवास्तव /Pritesh Kumar Srivastava)
वैज्ञानिक 'ई'/ Scientist 'E'
परियोजना गाइड /Project Guide

सुजाता

(डॉ. सुजाता दास/Dr. Sujata Dash)
वैज्ञानिक 'एफ' एवं विभागाध्यक्ष (मा.सं.वि)
Scientist 'F' & DH (HRD)

पद्धति अध्ययन एवं विश्लेषण संस्थान (र.अ.वि.सं.) INSTITUTE FOR SYSTEMS STUDIES & ANALYSES, DRDO
29 AUG 2024
MIN. OF DEFENCE रक्षा मंत्रालय

2 11157

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B.O.: First Floor, Crown Tower, 100 Ft. Road, BATHINDA
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JAS-ANZ

CII Member of Confederation of Indian Industry

ISO 9001 CERTIFIED

14 YEAR OF EXCELLENCE

ISO Certification

No. Infowiz/6W2024/917

This is to certify that Mr. / Ms. Siddharth Thakur S/D/o. Sh. Dalip Singh

of Jaypee University has successfully done more than One Hundred and Twenty Hours (120 hrs.)

on AI from 05-June 2024 to 20-July 2024

During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Authorised Signatory

Managing Director

53

2 11 158

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B.O.: First Floor, Crown Tower, 100 Ft. Road, BATHINDA
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

JAS-ANZ
Certificate No. : 160203XXXX02

CII Member of Confederation of Indian Industry

ISO 9001 CERTIFIED

14 YEAR OF EXCELLENCE

ISO Certification

No. Infowiz/6W2024/6149

This is to certify that Mr. / Ms. Abhimanyu Chauhan S/D/o. Sh. Arjan Chauhan

of Jaypee University has successfully done more than One Hundred and Twenty Hours (120 hrs.)

on Web Development from June 2024 to July 2024

During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Authorised Signatory

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

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2 11 160

CERTIFICATE

ISO 9001 2015 CERTIFIED

Corporate Identification Number
U80903DL2020NPL371984

1436400022800548

Ybi Foundation

This is to certify that

Hardik Sangal

has successfully completed

Data Science and AIML Internship

Duration: 6 Weeks completed on Tuesday, Jul 30 2024

demonstrated exceptional dedication with strong willingness to learn and actively engaged in projects and tasks exhibiting remarkable skills with high level of professionalism.

ISO 9001 Certified

Tuesday, Jul 30 2024
Dr. Alok Yadav
Tuesday, Jul 30 2024

Scan QR Code for Certificate Verification
Credential ID: 2W52IGFMDOJYM

www.ybifoundation.org (+91) 966 798 7711 support@ybifoundation.org

55

56

271161

ASNIND Solutions Private Limited

Office address : 140301 Rupnagar, Kharar, Punjab

Date : 1 August, 2024

This is to certify that

DIVYANSH SEHGAL,

has completed an internship at ASNIND Solutions as a Fullstack Developer Intern from **11/06/2024** to **31/07/2024**.

During this internship, he contributed to company's valuable AI project, including the development of machine learning models, integration with frontend and backend systems, and optimization of data pipelines.

We appreciate Divyansh's dedication and contributions and wish him success in his future career.

ASNIND SOLUTIONS PVT LTD
Management Personal : KARUNESH VERMA

Asnind Solutions Pvt. Ltd.

Director

57

211163

Indian Institute of Technology Mandi
Mandi, Himachal Pradesh, India - 175001

Indian Institute of Technology Mandi

Internship Certificate

Aug 18, 2024

This is to certify that **Ms. Varuni Chandel** B.Tech student at JUIT Solan, has worked as an intern with me at **MANAS Lab, IIT Mandi** for the duration of approximately 1.5 months (from June 10, 2024 to July 25, 2024).

During the internship **Varuni** worked on the topic of **"3D Point Cloud Segmentation on White Matter Tractography Data"**

I am happy to note that she worked very sincerely and diligently during the internship period and I am satisified with her work.

Dr. Arnav Bhavsar Vinayak
Associate Professor
School of Computing and Electrical Engineering
Indian Institute of Technology Mandi, India
Email: arnav@iitmandi.ac.in

58

211164

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY UNA
HIMACHAL PRADESH
An Institute of National Importance under MoE
Saloh, Una – 177 209

Website: www.iiitu.ac.in

SHATRUGHAN MODI
ASSISTANT PROFESSOR (SoC)

29, Jul.'24

TO WHOM IT MAY CONCERN:

This is to certify that **MR. ABHISHEK SINGH BHULLAR,** B. Tech (III year) from **JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT (SOLAN) HIMACHAL PRADESH** has successfully completed his summer internship from **June 13 to July 29, 2024** under my supervision. He has done internship on the topic **"Enhancing Video Quality using Machine Learning and Generative AI".** He has gained knowledge of Video Data Analysis, Machine Learning and Generative AI. During this period, he worked dedicatedly on various Machine Learning and Generative AI models using python.

I wish his a grand success in future endeavors.

Shatrughan Modi 29/7/24

(SHATRUGHAN MODI)
SUPERVISOR

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY * UNA *

Docusign Envelope ID: AEA4C0AC-044B-4D28-ADAE-6436CE159A2C

211165

Fan2Play Games Private Limited
403-2, 4th Floor, Vipul Square Sushant Lok 1,
DLF Phase IV, Gurugram, 122002, Haryana, India
CIN: U74999DL2019PTC356944, **PAN No.** AADCF8968J

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Manas Tiwary has worked in capacity of SQL Database intern for Fan2Play Games from 15th May 2024 to 30th Jun 2024. During this time Mr. Manas worked closely with our development team to carry out different projects and tasks.

Manas covered various aspect of our crucial development cycle as it was IPL cycle for our platform. He is a quick learner and likes to voice his opinions when needed.

We wish Mr. Manas all the best for his future endeavours.

Shashi Kumar
Co-Founder & GM Operations

DocuSigned by:
Shashi Kumar
E3DDCA4BAC9945B...

60

211166

TagTaste Foods Private Limited
77, Pocket B/7, Sector 4, Rohini, Delhi, INDIA. PIN: 110085
CIN: U74999DL2016PTC307490 | **Udyam Regd. No.:** UDYAM-UP-28-0015719
GST: 09AAFCT9758A1Z1 | **PAN:** AAFCT9758A
www.tagtaste.com . contact@tagtaste.com

Tagtaste®

To whomsoever it may concern

This is to certify that **Achintya Misra** has completed his internship as a **Tech Research Intern at TagTaste Foods Pvt. Ltd. from 11th June 2024 to 31st July 2024**. We commend him for his exceptional performance, which was marked by his dedication, creativity, and analytical skills, all of which were instrumental in the successful completion of his tasks.

The project, **TagTaste Learning**, was about developing a design document for a new module on online education for the TagTaste platform. It included researching the existing MOOC concepts and players, understanding the TagTaste community and existing process of TagTaste learning, and then providing a design on how TagTaste can develop an online platform to suit its business objectives.

Achintya has demonstrated exceptional problem-solving skills and attention to detail throughout the internship. He meticulously planned and executed each stage of the project, ensuring that the analytics provided were accurate, actionable, and aligned with the platform's needs.

Furthermore, throughout his internship, Achintya exhibited exceptional communication and collaboration skills. He actively sought feedback, incorporated suggestions with a positive attitude, and effectively communicated progress updates and challenges encountered.

We are happy with his contributions and wish him continued success in his future endeavors.

TAGTASTE FOODS PRIVATE LIMITED

Arun Tangri
Co-founder & COO
TagTaste Foods Pvt. Ltd

211167

Indian Institute of Technology Mandi
Mandi, Himachal Pradesh

Certificate of Summer Internship 2024

This is to certify that **Ms. Vanshika Jain**, student of **Jaypee University of Information Technology, Waknaghat, Solan** has successfully completed the summer internship programme from **27th May, 2024** to **25th July, 2024** at **School of Computing & Electrical Engineering (SCEE), Indian Institute of Technology Mandi, Mandi (Himachal Pradesh)**. During the period of internship her performance was **Satisfactory**.

Deputy Registrar (Academics)

1

62

Date: 12th August 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Anushree Singh has successfully completed her project from 19/06/2024 to 31/07/2024 for the partial fulfillment of B.Tech(CSE). The project titled "**Quest Craft: AI driven storyline and dialogue generator for RPGs**" was done at Sopra Steria India, under the guidance of Aman Sapra.

We congratulate you on the successful completion of the project and wish you success in all future endeavors!

Mentor

Name: Aman Sapra

Designation: Senior Engineer - Technical Lead

Approving Authority

Name: Chanchal Chauhan

Designation: Head – Talent Development

63 211169

Indian Institute of Technology Mandi

Padmanabhan Rajan, Ph.D.
Associate Professor
School of Computing and Electrical Engineering
Indian Institute of Technology Mandi
Mandi 175 005
Himachal Pradesh, India.
tel: +91-1905-267-049
email: padman@iitmandi.ac.in

July 24, 2024

Internship certificate

This is to certify that Mr Shivansh, Roll number 211169, of Jaypee University of Information and Technology, Solan, Himachal Pradesh, did an internship with my research group between 13 June – 24 July 2024. During the internship, he studied voice activity detection in speech data.

Wishing Shivansh all the best for his future endeavors,

Sincerely,

Padmanabhan Rajan
IIT Mandi

INDIAN INSTITUTE OF TECHNOLOGY MANDI (H.P.)-175001

64

211170

EDUXEL

CERTIFICATE

OF ACHIEVEMENT

This Certificate is Proudly Presented to:

Shagun

This certificate is awarded to Shagun in recognition of their successful completion of the Data Science Examination on June, 2024. Your hard work, dedication, and commitment to learning have enabled you to achieve this milestone, and we are proud to formally recognize and celebrate your accomplishment.

Additionally, we would like to highlight that the scores of Shagun have been thoroughly validated, and it is noteworthy that their performance surpasses the set standards, reflecting exceptional mastery of the subject matter. This outstanding achievement further demonstrates dedication to excellence in Data Science. Congratulations on your remarkable success!

EDUXEL APPROVED

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211171

TECHNOLOGIES FOR NEW INDIA @75
आज़ादी का अमृत महोत्सव

सत्यमेव जयते

परमाणु ऊर्जा के शांतिपूर्ण उपयोग में परमाणु
ATOMS IN THE SERVICE OF THE NATION
भा प अ के BARC

Bhabha Atomic Research Centre
Nuclear Recycle Group
Technology Development Division

24/06/2024

Certificate of Internship

It is certified that Mr. Naman Pratap Singh, B.Tech., Computer Science and Engineering student of Jaypee University of Information Technology, Waknaghat, Solan, Himachal Pradesh, has ben accepted Ref HRDD/2024/240248 Dated April 4th , 2024 in the Technology Development Division, Bhabha Atomic Research Centre (BARC) for internship. During his tenure, Naman displayed exceptional skills and professionalism while working under my guidance in the Technology Development Division from 10/05/2024 to 24/06/2024.

Naman's primary project involved the development of a software tool using Python and C++ based on LLNL TR-414245. He demonstrated his proficiency in programming by optimizing the existing analysis code to reduce the computational time from 20 minutes to 1 second on standard PC. His attention to detail and ability to understand complex mathematical models were truly commendable, and his improvements significantly enhanced the efficiency of our calculation.

In addition to his work on developing analysis code based fission chain statistics mentioned in LLNL TR-414245, Naman also undertook the challenging assignment to understand the tensor analysis using the Tensor Toolbox developed by Tamara G. Kolda, David Hong and Jed A. Duersch. He applied the Canonical Polyadic Decomposition Alternating Poisson Regression (CP_APR) to analyze four-dimensional sparse tensor based on open dataset such as Chicago crime data. His capability to handle high-dimensional data and extract meaningful insight is impressive, showcasing his adeptness at working with advanced data analysis techniques.

Throughout his internship, Naman consistently demonstrated a high level of enthusiasm, a robust analytical mindset, and a genuine passion for research. He approaches each task with a positive attitude and a willingness to learn, quickly adapting to new challenges and technologies. His ability to work independently, coupled with his collaborative spirit, made him an invaluable part of our team of interns. Detailed technical report is prepared with all the results at the end of internship.

Dhananjay G Parulekar

Scientific Officer (G)/Engineer
TDD, Nuclear Recycle Group
Bhabha Atomic Research Centre,
Government of India
Trombay, Mumbai-400085

211172

BLACKCRAB
MAKE IT POSSIBLE

CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

Aditya Sinha

for completion of summer internship program on "Limestone Company Landing Site"
from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)

66

BLUESTOCK

CERTIFICATE

OF INTERNSHIP

This is to certify that

KSHITIZ TAYAL

has successfully completed the internship as a Software Development Engineer (SDE) at Bluestock Fintech (UDYAM-MH-01-0138001) in the months of June 2024 to August 2024

GANESH KARALE

FOUNDER & CEO
BLUESTOCK FINTECH

Scan to verify document
ID: **BSFTEN972**

2024-08-16

DATE

#startupindia

211175

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Certificate of Training

Certificate

No. Infowiz/GW 2024/5907

This is certified that Mr./Ms. Aganay Sambyal S/D/o. Sh. Rajesh Singh

of Jaypee University has successfully undergone Training Course Data Science

From June 2024 to July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

68

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211177

राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र

NATIONAL INSTITUTE OF TECHNOLOGY

KURUKSHETRA-136 119 (HARYANA) INDIA

PBX No. 01744-233100, 233200
Gram : NITKU FAX : 01744-238050

Ref. No._____

Dated 08.08.2024

TO WHOM IT MAY CONCERN

This is to inform that Ms. Shruti a student of B.Tech. Computer Science and Engineering Dept. from Jaypee University of Information Technology, Waknaghat, Solan, India has successfully completed on campus internship at National Institute of Technology Kurukshetra in the Computer Engineering Department from 17 June, 2024 to 27 July, 2024.

She has worked on the Project titled "Crop and Weed Detection" under the supervision and guidance of Dr. Abhilasha Sharma. During the internship, she has gained several learnings and developed considerable skills. Besides showing high comprehension capacity, managing assignments with the utmost expertise, and exhibiting maximal efficiency, she has also maintained an outstanding professional demeanor and showcased excellent moral character throughout the internship period.

I hereby certify her overall work as satisfactory to the best of my knowledge.

Wishing her the best of luck in her future endeavors.

Regards

A. Sharma 8.8.24

(Dr. Abhilasha Sharma)
Assistant Professor

211178

BLACKCRAB
MAKE IT POSSIBLE

CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

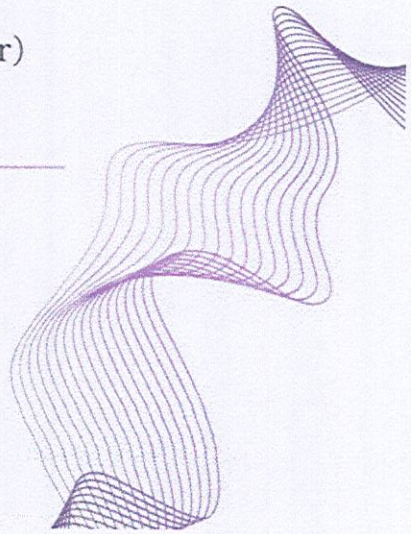
Shwetabh Vikram

for completion of summer internship program on "Movie Recommender System"
from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)



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211179

BLACKCRAB
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CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

Ayush Singh

for completion of summer internship program on "Garbage Collection Site Landing Page"
from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)

72

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Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

Certificate of Training

Certificate

No. Infowiz/6w 2024/6114

This is certified that Mr./Ms. Shivansh S/D/o. Sh. Ramesh Kumar

of Jaypee University has successfully undergone Training Course Web Development

From June 2024 to July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

73

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BLACKCRAB
MAKE IT POSSIBLE

CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

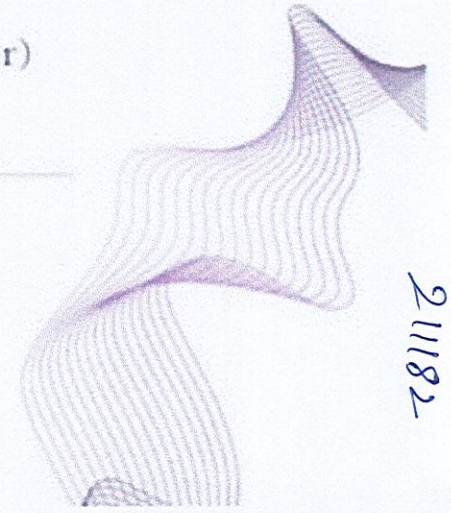
Pranjal Sharma

for completion of summer internship program on "Tree Plantation Website "from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)



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Certificate of Training

Certificate

No. Infowiz/6w2024/5904

This is certified that Mr./Ms. Vaibhav Kumar Gupta S/D/o. Sh. Pankaj Kumar Gupta

of JUIT, Solan has successfully undergone Training Course Data Science

From 10th June, 2024 to 25th July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

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211184

pitney bowes

July 30, 2024

Employee Code: **AA563TH**
Name: **Aadya Thakur**
Designation: **Intern**

To Whomsoever It May Concern

This is to certify that **Aadya Thakur** was working with at Pitney Bowes India Pvt. Ltd, Noida as Intern from **June 13, 2024 to July 26, 2024.**

She was working under the supervision of **Priyanka Gupta**. During this tenure, she worked on Fullfilment project, and she was found diligent, sincere, innovative and hard working.

She would be bound by the terms and conditions of the Confidentiality Agreement, signed by her.

Pitney Bowes India Pvt. Ltd. has been consistently acknowledged as one of the ***Top 10 Great Places to Work in India, by the Great Place to Work® Institute, India, Top Companies for Leaders in Asia Pacific by Hewitt & Fortune Magazine, Asia's Best Employer Awards and Top 5 Companies for Excellence in Diversity & Inclusion by NASSCOM.***

Pitney Bowes India Pvt. Ltd. INDIA

Lalima Arora
Manager – HR & Talent Management

Pitney Bowes India Pvt. Ltd.
Reg. Office:

D-7/3, Okhla Industrial Estate, Phase II
New Delhi- 110 020.
CIN: U72200 DL2004 PTC126016
pb.com

Noida Office:

Tower A, 5th Floor
Advant Navis Business Park
Plot no. 7, Sector -142
Noida Expressway – 201305
UP India
T: + 91 120 402 6000

Pune Office:

Plot No. 43/1, 43/2 & 44/2
Fifth Floor, Panchsheel Tech Park
Viman Nagar, Pune- 411014
Maharashtra – India
T: + 91 020 4135 6000

Gurgaon Office:

Ground Floor, Times Tower
M G Road, Gurgaon, Haryana – 122(
India
T: + 91 124 483 4989

211186

CERTIFICATE

ISO 9001 2015 CERTIFIED

Corporate Identity Number :
U62013OD2023PTC044081

TECH OCTANET SERVICES PVT LTD

TECH

OCTANET SERVICES PVT LTD.

This is to certify that

Parth Chauhan

Python Development Internship

Duration: 2 Month (1st June 2024 - 1st August 2024)

During the internship period, He/She has demonstrated exceptional dedication, enthusiasm and a strong willingness to learn. They actively engaged in various projects and tasks assigned to them, exhibiting remarkable skills and a high level of professionalism.

Verified By :

Anjali Pradhan

Director & CEO

TECH OCTANET SERVICES PVT LTD

TECH OCTANET SERVICES PVT. LTD.

07-2024-90493

MINISTRY OF CORPORATE AFFAIRS

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AICTE

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211187

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TO WHOM MAY IT CONCERN

This is to certify that **Ms. Anamya Verma** D/O Sh. Madan Verma of Jaypee **University of Information and Technology** worked with us as a **Python with AI & ML** trainee from **15-June-2024** to **27-July-2024.**

During her tenure at the above job, we found her a hardworking, honest & dedicated person.

We wish her a very bright and prosperous future and success in her life.

Managing Director.

Mr. Deepak Kashyap

Leader In Development

H.O : C-133, 1st Floor, Ind. Area, Phase 8, Sector 72, Near PCL Chowk, Mohali, Mob. : 9317788822
BRANCH OFFICES : CHANDIGARH : 93562-55522, HAMIRPUR : 77107-88822
E : info@excellencetechnology.in, W : www.excellencetechnology.in

79 211188

FUNNEL EXPERTS

25 July, 2024

TO WHOM IT MAY CONCERN

This is to certify that **Kartikey Attri** successfully completed his internship in **Mobile Application Development** at **Funnel Experts, a subsidiary of Aristi Solutions India Pvt. Ltd.** from **11th June 2024 to 24th July 2024**, spanning a period of **six** weeks.

During this time, he worked on a project titled ***GearUp: A Collection of Mobile Games to Enhance Road Safety Awareness*** for one of our clients. Through this project, he was involved in various application development activities and assignments, gaining valuable exposure.

We found him to be extremely dedicated, diligent, and inquisitive. Kartikey demonstrated a strong willingness to learn the fundamentals of our core functionalities and was eager to delve deep into subjects to gain a better understanding.

His association with us was highly productive, and we wish him all the best in his future endeavours.

Best Regards,

Binit Agrawala

A SUBSIDIARY OF Funnel Experts EST. 2011 ARISTI SOLUTIONS INDIA PVT. LTD.

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2 11 190

JIL INFORMATION TECHNOLOGY LIMITED

An ISO 9001 : 2015 & ISO 27001 : 2022 Company
CMMI-DEV V2.0

Date: 30.07.2024

CERTIFICATE

This is to certify that Sh. Anshul Sharma has undergone for internship in our organization from 17.06.2024 to 30.07.2024. During this period, he worked as Software Development Intern.

We found him very sincere and dedicated towards the assignments.

We wish him all the best for his future endeavors.

Yours faithfully,

For JIL INFORMATION TECHNOLOGY LTD.

(Authorised Signatory)

Regd. Office : 54, Basant Lok, Vasant Vihar, New Delhi - 110057 (India)
Head Office : 64/4, Site IV, Sahibabad Industrial Area, Distt. Ghaziabad-201010 (India)
Phone : +91(120) 4963100, 4964100 E-mail : sales.info@jilit.co.in
Website : www.jilit.co.in **CIN** : U62099DL2000PLC120604

JILIT

82 211191

राष्ट्रीय प्रतिरक्षाविज्ञान संस्थान
NATIONAL INSTITUTE OF IMMUNOLOGY
(Department of Biotechnology, Ministry of Science & Technology)
Government of India

Certificate of Completion of Internship

This is to certify that **Shubh Saxena**, a B. Tech student of **Jaypee University of Information Technology, Solan** has completed an internship with **Dr. Sarika Gupta**, Scientist-VI, **National Institute of Immunology, New Delhi**, as a Python Developer Intern from 10th June 2024 to 27th July 2024. During the internship, he demonstrated exceptional dedication and enthusiasm in his role, contributing significantly to the department by creating a Web Scraping Tool.

Dr. Sarika Gupta

डॉ. सारिका गुप्ता / Dr. Sarika Gupta
स्टाफ वैज्ञानिक / Staff Scientist
राष्ट्रीय प्रतिरक्षाविज्ञान संस्थान
NATIONAL INSTITUTE OF IMMUNOLOGY
अरूणा आसफ अली मार्ग / Aruna Asaf Ali Marg
नई दिल्ली-110 067 / New Delhi - 110 067

अरूणा आसफ अली मार्ग, नई दिल्ली-110067 फैक्स : 91-011-26742125, 26742626 तार : IMMUNOLOGY
Aruna Asaf Ali Marg, New Delhi - 110067 Fax : 91-011-26742125, 26742626 Grams : IMMUNOLOGY
दूरभाष (Telephones) EPABX : 26717121 - 45 & 26717010 - 19, Website : www.nii.res.in

83

211192

CERTIFICATE FROM ORGANIZATION

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Training Completion Certificate

This is to certify that

Utkarsh Shrivastava

has successfully completed Six Weeks Training on

"Core Java"

Mr. Anil Kumar Singh
Director

Started From
Monday, June 10, 2024

Mr. Vikas Kalra
Director

Credential Platform Partner wipro | Google Partner | Microsoft Partner | Panasonic | DDU-GKY

Verify this Certificate by Registration Number ETCore15620246W2174730 at http://www.cetpainfotech.com

V

Global
DIGITAL SOLUTION

Date: 01 August 2024

Dear Aayush Sharma,

We are pleased to inform you that you have successfully completed your DevOps Engineer internship at Global Digital Solution, working in a hybrid capacity from June 10, 2024 to July 31, 2024.

Throughout your tenure, your dedication, enthusiasm, and commitment were commendable, significantly contributing to our projects and team. During your internship, you demonstrated an exceptional understanding of software development principles.

Your eagerness to learn, proactive problem-solving approach, and adaptability to working in a remote environment were highly valued by the team. Your contributions to our projects were exemplary, showcasing your ability to grasp new concepts swiftly and apply them effectively.

Congratulations on your achievements. We extend our best wishes for your continued success.

Sincerely,
Yanuj Sharma
(Chief Executive Officer)

GLOBAL DIGITAL SOLUTIONS
SM Height C-205, Phase 8B, Mohali

Global Digital Solution
GST : 02GFMPS7665G1ZW
+91 96251 22698, +91 82880 33879 SM Height C-205 Mohali, 140301
info@globaldigitalsolution.co.in www.globaldigitalsolution.co.in

PiEdit.pro

Certificate
of Internship

This certificate is proudly presented to

Aditya Singh

In recognition of successfully completing 8 weeks of software engineering internship at piedit.pro

14th June 2024 to 9th August 2024

student id: 1056 verify

Raghav Mishra
Training Co-ordinator and,
Founder

Issued on: 10th Aug 2024
https://piedit.pro

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JAS-ANZ
Certificate No.: 16020300002

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14 YEAR OF EXCELLENCE

ISO Certification

No. Infowiz/6w2024/810

This is to certify that Mr. / Ms. Aditya Singh Verma S/D/o. Sh. Vikram Singh Verma

of Jaypee University has successfully done more than One Hundred and Twenty Hours (120 hrs.)

on AI & ML from June 2024 to July 2024

During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Authorised Signatory

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

BLUESTOCK

CERTIFICATE

OF INTERNSHIP

This is to certify that

Akhil Dhawan

has successfully completed the internship as a Software Development Engineer (SDE) at Bluestock Fintech (UDYAM-MH-01-0138001) in the months of June 2024 to August 2024

GANESH KARALE

FOUNDER & CEO
BLUESTOCK FINTECH

Scan to verify document
ID: **BSFTEN796**

2024-08-15

DATE

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एनटीपीसी NTPC

एन टी पी सी लिमिटेड
(भारत सरकार का उद्यम)
NTPC Limited
(A Govt. of India Enterprise)
केन्द्रीय कार्यालय / Corporate Centre

01: HRS: HRB: TRG: 24 **Date: 14.08.2024**

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr./ Ms. **Arpan Chauhan** a student from **Jaypee University of Information Technology, Kandaghat, Solan, H.P.** successfully completed his/her training in **Information Technology** department of NTPC Limited, Noida w.e.f **19.06.2024 to 24.07.2024** under the guidance of Mr./ Ms. **Sunita Kushwaha, Dy. General Manager, IT.**

We wish Mr./ Ms. **Arpan Chauhan** all success in his/ her career.

14/8/24

Mitali Konwar
DGM (HR)

मिताली कुंवर/MITALI KONWAR
उप महाप्रबन्धक (मानव संसाधन)
Dy. General Manager (HR)
एन टी पी सी लिमिटेड/NTPC LIMITED

अभियांत्रिकी कार्यालय परिसर, प्लॉट नं॰ ए–8ए, सैक्टर–24, पोस्ट बाक्स नं॰ 13, नोएडा–201301 (उ.प्र.)
ENGINEERING OFFICE COMPLEX, Plot No. A-8A, Sector-24, Post Box No. 13, NOIDA-201301 (U.P.)
दूरभाष / Tel.: 0120-4948000, 0120-2410333, 0120-2410801 फैक्स / Fax : 0120-2410136, 0120-2410137
पंजीकृत कार्यालय : एन.टी.पी.सी. भवन, स्कोप काम्पलैक्स, 7, इंस्टीटयूशनल एरिया, लोधी रोड, नई दिल्ली-110003
Regd. Office : NTPC Bhawan, Scope Comple, 7, Institutional Area, Lodhi Road, New Delhi-110003
दूरभाष/Tel.: 011-24387333 फैक्स/Fax : 011-24361018 • CIN : L40101DL1975GOI007966 • Email : ntpccc@ntpc.co.in

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V4U INFODATA NETWORKS
68-69, Sector 10, Panchkula, Haryana – 134109
01 72 – 2586161 / 09815492614 / 09815482605

Date: 25/07/2024

TO WHOM IT MAY CONCERN

This is to certify that **Harshit Srivastava,** student of **Jaypee University of Information Technology (JUIT)** has successfully completed his summer internship in the field of **App Development** from **10th June 2024** to **25th July 2024** under the able guidance of **Rishi Roy**.

During the period of his internship with us, he has been exposed to all phases of app development (planning, creation, testing, deploying, and maintenance) and was found to be hardworking, diligent and inquisitive.

We wish all the success in his life and career.

For **V4U Infodata Networks**

Rishi

Rishi Roy

90

211201

Dish TV India Ltd

dishtv | d2h | WATCHO

CERTIFICATE

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Aaryan Sharma**, a student of **Jaypee University of Information Technology Solan Himachal Pradesh** has undergone Internship with us from **10.06.2024** to **25.07.2024**.

During his internship with us, he was assigned to our **Technical Operations** Function and has completed the assignments successfully.

Mr. Aaryan was found regular, punctual, sincere and willing to learn more during his association with us.

We wish him every success in his future endeavors.

For **Dish TV India Limited**

Ankur Saxena
Divisional Manager - HR Operations

91

211202

CERTIFICATE FROM ORGANISATION

JIL INFORMATION TECHNOLOGY LIMITED
An ISO 9001 : 2015 & ISO 27001 : 2022 Company
CMMI-DEV V2.0

Date: 27.07.2024

CERTIFICATE

This is to certify that Sh. Shivansh Mehrotra, Enrollment No.- 211202 has undergone for internship in our organization from 10.06.2024 to 25.07.2024. During this period, he worked on cloud software testing in Software Development team.

We found him very sincere and dedicated towards the assignments.

We wish him all the best for his future endeavors.

Yours faithfully,

For JIL INFORMATION TECHNOLOGY LTD.

(Authorised Signatory)

JILIT

Regd. Office : 54, Basant Lok, Vasant Vihar, New Delhi - 110057 (India)
Head Office : 64/4, Site IV, Sahibabad Industrial Area, Distt. Ghaziabad-201010 (India)
Phone : +91(120) 4963100, 4964100 E-mail : sales.info@jilit.co.in
Website : www.jilit.co.in **CIN** : U62099DL2000PLC120604

911203

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Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

Certificate of Training

Certificate

No. Infowiz/6w2024/6050

This is certified that Mr./Ms. Arnav Vashisth S/D/o. Sh. Prem Lal Vashis

of Jaypee Uni. of. Inf. Tch has successfully undergone Training Course Java

From 10 June 2024 to 26 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

92

93

21/204

TECHNORATOR

E-mail: info@technorator.com
Contact Number: +91-9953578272
Web: www.technorator.com

Ref: INT-2024-2025/47

Date: 02-Aug-2024

Internship Experience Letter

To Whom It May Concern,

This is to certify that Ms. Tanisha has successfully completed her internship at Technorator LLP from June 15, 2024, to August 1, 2024. During her internship, Ms. Tanisha was primarily involved in the development and maintenance of our project Birla Sugar Lab Information System (https://bslis.com) .

Ms. Tanisha demonstrated exceptional technical skills and a keen interest in the field of Information Technology. Her contributions to our team were invaluable, and she consistently exceeded our expectations.

We wish Ms. Tanisha all the best in her future endeavours.

For Technorator LLP

Jinandra Gupta
(GM – HR)

94

21/205

SARIN SKIN
-SOLUTIONS-

Date: 5th Aug 2024

Subject: Internship Certificate

TO WHOM IT MAY CONCERN,

This letter serves to confirm that Ms. Aduviti Gandotra successfully completed a six-week internship with Sarin Skin Solutions from June 17, 2024, to July 31, 2024. During her internship, Ms. Gandotra worked as a Backend and Data Analyst Intern within our technology team.

Throughout her time with us, Ms. Gandotra exhibited a commendable work ethic, technical expertise, and a strong willingness to learn. We extend our best wishes for her future endeavours and are confident that she will continue to excel in her professional career.

Best,

Shray Gandotra

+918879988045

etail.sarinskinsolutions@gmail.com

Tech Lead

SarinSkinSolutions

Defence Colony New Delhi

CONFIDENTIAL

95

211206

Aero Telcom Solutions Pvt Ltd
Enterprise Incubation Centre, IIM Lucknow (Noida Campus),
B1, Front Avenue, Institutional Area, Sector 62, Noida 201307
Website: www.aerotelcom.in
CIN : U32109DL2017PTC324742

Experience Letter

TO WHOMSOEVER IT MAY CONCERN

This is to certify Shashank Goel's successful completion of summer internship with us.

During the course of his internship from June '24 to July '24, he was engaged primarily in AI-based assignments.

During this phase, he effectively utilized the opportunity to gain an overall understanding of our platform 'SearchMyTenders' and did some good hands-on, assisting our team in training the AI-based L1-prediction engine.

We are very happy to acknowledge Shashank's useful contribution towards enhancing the capabilities of the core module for our flagship portal.

As her mentor and guide, I am happy to vouch for his decent demeanour, diligence and a passion for learning and wish him all the very best in his future endeavours.

For Aero Telcom Solutions Pvt Ltd

AERO TELCOM SOLUTIONS PVT LTD New Delhi

Ginny Rani
CEO & Founder
Date: July 31st, 2024

97

211210

UFLEX LIMITED

'A part of your daily life'

Corporate Office : A - 107- 108, Sector- IV, Distt. Gautam Budh Nagar, Noida -201 301 (U.P.)INDIA
Phone : +91-120-4012345, 2459444 Fax : +91-120-2442908, 4012364, 2556040, 2541248, 2544121
Website : www.uflexltd.com

Date: 30th July 2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. Shshank Joshi of Jaypee University of Information Technology, Solan has completed his Summer Internship in IT Department at our Engineering Division from 12th June 2024 to 26th July 2024.

During his internship with Uflex he was found to be diligent and hardworking.

We wish him all the very best in all his future endeavours.

Yours sincerely,

For **UFLEX LIMITED**

Chandan Chattaraj
President – Human Resources
(India & Global)

2 11 2 11

CERTIFICATIONS

ISO 9001 Certified

#startupindia

CERTIFICATE

OF COMPLETION

This is to certify that :

Sarvesh Prasad

has successfully completed the

Python Development Training Program

Awarded on: 1st July 2024

Anjali Prusty

Director & CEO

TECH OCTANET SERVICES PVT LTD

Subhranshu

Lead Trainer

AICTE

P8

2/12/13

AASHRAY
HYGIENE INDUSTRIES PVT LTD

CERTIFICATE

of Completion

WE ARE PROUDLY PRESENTING THIS TO

Nitish Kumar Gupta

THIS CERTIFICATE IS PRESENTED FOR IMPLEMENTATION OF CRM TECHNOLOGY IN "AASHRAY HYGIENE INDUSTRIES PRIVATE LIMITED" FOR EFFICIENT CUSTOMER MANAGEMENT

Surya Mishra
Founder/CEO

Krishnanand Mishra
Director/IT Head

99

For certificate validation mail us at: hr@ahiplgroup.in

CSE/SIRU-2024/1026

RAMANUJAN UNIVERSE

JAYPEE INSTITUTE OF INFORMATION TECHNOLOGY, NOIDA

(Declared Deemed to be University u/s Sec 3 of UGC Act 1956)

To whomsoever it may concern

This certificate is presented to "Srishti Rana", Jaypee University of Information Technology, Solan, in recognition of completion of her internship on High Performance Computing using Ramanujan Universe starting from 5th June 2024 till 21st July 2024.

Dr. Varun Srivastava
(Project Lead)

Prof. Vikas Saxena
(Director & HoD, CSE-JIIT)

211216

Certificate of Internship

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Aavishkar

For successfully completing an internship at **Deep Focus** from **10th June** to **30th July 2024.** We appreciate his hard work and contribution to our team and wish him success in his future endeavours.

Date of Issue: 12-08-2024

Robbie Kohli

Robbie Kohli
Founder & Director,
Deep Focus

101

102

21 | 217

No. TPO/NIT/HMR/2024-3290

राष्ट्रीय प्रौद्योगिकी संस्थान हमीरपुर
हमीरपुर (हि.प्र.) – 177 005 (भारत)
[भारत सरकार शिक्षा मंत्रालय के तहत एक राष्ट्रीय महत्व का संस्थान]
NATIONAL INSTITUTE OF TECHNOLOGY HAMIRPUR
HAMIRPUR (H.P.) - 177 005 (INDIA)
[An Institute of National Importance under Ministry of Education (Shiksha Mantralaya)]

प्रशिक्षण एवं नियुक्ति कार्यालय

{OFFICE OF TRAINING & PLACEMENT}

==========

TRAINING / INTERNSHIP CERTIFICATE

This is to certify that Mr./Ms. ***RUCHIR DHIMAN*** student of ***Jaypee University of Information Technology, Solan*** successfully completed training/internship from the Department/Centre of ***Computer Science & Engineering*** of ***National Institute of Technology, Hamirpur (H.P.)*** w.e.f. ***11 June, 2024 to 25 July, 2024.***

26.7.2024

Dr. Somesh Kumar Sharma
Training & Placement Officer
NIT Hamirpur (H.P.)

Training & Placement Officer
राष्ट्रीय प्रौद्योगिकी संस्थान हमीरपुर (हिमा)
National Institute of Technology Hamirpur (H.P.)

105

~~21/12/9~~
21/12/19

HLS®
ASIA LIMITED

(A Foreign collaboration with HALLIBURTON ENERGY SERVICES Inc., U.S.A)

Plot No. B-26 & 27, Electronic Estate, Sector-25, GIDC Gandhinagar, Gujarat-382044
Tel.: +91-079-23287202, 23287203 • **Email** : contact@hlsasia.com • **Website** : www.hlsasia.com
(GSTIN :- 24AAACH0627H1Z2)

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Kanav Gupta**, a student of **Jaypee University of Information Technology, Waknaghat, Solan (H.P.)**, has successfully completed his internship in the **IT Department** of **HLS Asia Ltd** from **19th June 2024 to 4th August 2024.**

During this internship, he worked on the project titled **"Creation and Updation of Operations,"** where he was instrumental in setting up the company's main intranet site. His work demonstrated a high level of technical skill and initiative. He completed his tasks under the guidance of **Mr. Pravesh Gupta, Country Reliability Manager (Training, Technical & Operational Support).**

His dedication and contributions were greatly appreciated, and we wish him continued success in his academic and future professional endeavors.

For HLS Asia Ltd,

Pravesh Gupta 4/8/

(Pravesh Gupta)

Country Reliability Manager

HLS ASIA LTD GANDHINAGAR

Registered Office : 109, Aurobindo Place, Hauz Khas, New Delhi - 110016 (India)
Tel.: +91-11-26968194, 26569441 • **Fax** : +91-11-26968195 • **Email** : contact@hlsasia.com
CIN : U11201DL1985PLC022279
Corporate Office : C-2, Sector-57, Noida - 201 301 (U.P.) (India)
Tel.: +91-120-2588385, 86, 87, 88, 89, 90 • **Fax** : +91-120-2589861, 62 • **E-mail** : corporate@hlsasia.com

104

21/220

WEBSETTERS

22nd July 2024

TO WHOM IT MAY CONCERN

This is to certify that **Ashish Kumar Rana** has been associated with our organization as **Digital Marketing cum SEO Intern** for the period from **11th June 2024** to **22nd July 2024**. We found that Ashish is effective in discharging the responsibilities assigned to him. During his tenure with us for the above period, we found him honest, hardworking, and well-behaved.

We wish him success in future assignments.

HR

Websetters Pvt Ltd.

Pharma

CERTIFICATE
Of Completion

This certificate is presented to

Palak Kachhwal

For completing her internship program with "GD Pharma" as a Data Analyst Intern for six weeks under the Tech Department of the company.

Prashant

Given this
July of 2024

GlobalLogic®
A Hitachi Group Company

TO WHOM IT MAY CONCERN

This is to certify that **Ms. Parul Shah** has undergone Internship program in GlobalLogic for a period from **17th June'2024 to 24th Jul'2024**. During her tenure she has worked on **GLJ-HGNE-MVP-Phase1-Project (Gen AI and Metaverse implementation for a Japanese client)** under the mentorship of **Mr. Yajant Bhawsar.**

We wish her all the best for her future endeavors.

For GlobalLogic India Private Limited,

Anjali Joshi

Associate Vice President - People Development

Mailing | 2nd to 10th Floor, Tower - 3 Oxygen Business Park Pvt. Ltd. SEZ, Plot No. 7, Sector -144, Noida Expressway, Noida - 201304, Uttar Pradesh, India

Registered | 207 Gupta Arcade, Plot No. 5, L.S.C., Mayur Vihar Phase 1 Extension, Delhi 110091, India

Phone | 91.120.406.2000
Fax | 91.120.406.2722

Web | www.globallogic.com
Mail | info@globallogic.com

CIN | U74899DL2000PTC1090
GlobalLogic India Private Limited
(Previously known as GlobalLogic India Limited)

108 211225

Internship Completion Letter

26 Jul 2024

Hello,

To Whomsoever It May Concern

This is to certify that Aali Sharma from Jaypee University of Information Technology, Waknaghat, Solan, has completed internship at Reliance Jio Infocomm Ltd from 10 Jun 2024 to 20 Jul 2024.

During this period, Aali Sharma completed a project titled "Create android app tomanage personal Fin" under the guidance of Chandra Pratap Singh.

Please Note: As the project involves highly sensitive data, all the details and the contents made towards the project needs to be kept confidential. Under no circumstances must this be shared nor distributed in any form to anyone other than the company authorized personnel or as is required by law. It is expected that Aali Sharma complies and adheres to the company policy and its rules.

During the internship period, we found Aali Sharma to be sincere and diligent.

We wish all the best in all future endeavours.

Yours sincerely,

For Reliance Jio Infocomm Ltd,

Authorized Signatory

211228

THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

Thapar Summer School on
Machine Learning and Deep Learning – 2024
Six Weeks Training Program

10th June – 19th July 2024

Certificate of Participation

This is to certify that

TEJUS BAJPAI

has successfully participated in the Thapar Summer School on
Machine Learning and Deep Learning 2024 – A Six Weeks Training Program.

Organised by

Computer Science and Engineering Department
Thapar Institute of Engineering and Technology, Patiala, Punjab.

Dr. Shalini Batra	Dr. Anjula Mehto	Dr. Saif Nalband	Dr. Suresh Raikwar	Dr. P S Rana
HEAD, CSED, TIET.	CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET

109

FEYNN LABS
Experiment with your Knowledge

UDYAM-AS-19-0000179
GSTIN: 18CDDPB8175P1ZZ

INTERNSHIP CERTIFICATE

This is to certify that

Raghav Singal

from Jaypee University of Information Technology
has successfully completed two months of Machine Learning Internship Program at Feynn Labs Services
from 1st June, 2024 to 31st July, 2024 during which the following Projects are performed:

1. AI Product/Service Prototyping
2. Market Segmentation using Machine Learning and Data Analysis
3. AI Product/Service Business and Financial Modelling

PROJECT MENTOR

AUGUST 26th, 2024

DATE

Phone: +91 9085280728 | Email: support-vectors@feynnlabs.com | www.feynnlabs.com | Certificate ID: B12261014

राष्ट्रीय इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी संस्थान (रा.इ.सू.प्रौ.सं.)
National Institute of Electronics and Information Technology (NIELIT)
इलेक्ट्रॉनिकी एवं सूचना प्रौद्योगिकी मंत्रालय, भारत सरकार | Ministry of Electronics and Information Technology (MeitY), Govt. of India
ए-1/9, सुमित कॉम्पलेक्स, विभूति खण्ड, गोमती नगर, लखनऊ-226 010 | A-1/9, Sumit Complex, Vibhuti Khand, Gomti Nagar, Lucknow-226 010
दूरभाष / Telephones 0522-2720590, फैक्स / Fax 0522-2720589

211230

Date: 02 Aug. 2024

CERTIFICATE

This is to certify that **Mr. Aditya Gupta** S/o **Mr. Raja Ram Gupta** has completed 06 weeks Industrial Training/Internship Program from 10th June,2024 to 29th July,2024 on **Artificial Intelligence using Python** at NIELIT Lucknow, A-1/9, Sumit Complex, Vibhuti Khand, Lucknow- 226010 .

During the training his performance remained good. We wish him grand success in life.

(Ghanshyam Shivhare)
Training Co-ordinator

2 11231

112

Certificate of Training

INFOWIZ®

A SOFTWARE SOLUTION

H.O.: SCO 118 - 120, Sector 34 - A, **CHANDIGARH**
B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate

No: ~~Infowiz/6w2024/~~6269

This is certified that Mr./Ms. Aayan Sood S/D/o. Sh. Raman Sood.

of JUIT, Solan has successfully undergone Training Course Web development

From 10 June 2024 to 27 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Docusign Envelope ID: 21DD18CD-882B-4AB4-AB97-7D58049A0EBC

211232

113

BREATHE ESG

Breathe ESG - Founder's Office

1st August 2024

To Whom It May Concern,

We are pleased to confirm that **Mr. Vansh Anand** has successfully completed a six-week internship at Breathe ESG, **from June 20, 2024, to July 31, 2024**. During his internship, Mr. Anand served as a Data Analyst Intern and contributed significantly to our projects and initiatives.

Throughout his tenure, Mr. Anand demonstrated a strong work ethic, technical proficiency, and an eagerness to learn. His responsibilities included:

1. **Data Analysis:**
   - Assisting in the collection, processing, and analysis of data to support our carbon accounting and reporting modules.
   - Utilizing data visualization tools to create meaningful insights and reports for internal and external stakeholders.
2. **Project Collaboration:**
   - Working closely with cross-functional teams to understand project requirements and deliver solutions that align with our business goals.
   - Participating in team meetings and providing valuable input to improve our product and processes.

Mr. Anand has shown excellent analytical skills and a keen interest in sustainability solutions. His ability to quickly grasp complex concepts and apply them effectively has been commendable. He has also exhibited strong teamwork and communication skills, making him a valuable asset to our team.

We believe that the experience and skills Mr. Anand has gained during his time at Breathe ESG will serve him well in his future endeavors. We wish him all the best in his career and are confident that he will continue to excel in his professional journey.

Should you require any further information or wish to discuss Mr. Anand's contributions in more detail, please feel free to contact us.

Sincerely,

DocuSigned by:
5158A745BA7E488...

DocuSigned by:

Karantaj Singh
Director
Breathe ESG Private Limited

Contact Details:

Mobile: +91 9900028401

Email: karantaj@breatheesg.com

S. No. TPO/NIT/HM/2024-3291

114

211233

राष्ट्रीय प्रौद्योगिकी संस्थान हमीरपुर
हमीरपुर (हि॰प्र॰) – 177 005 (भारत)
[भारत सरकार शिक्षा मंत्रालय के तहत एक राष्ट्रीय महत्व का संस्थान]
NATIONAL INSTITUTE OF TECHNOLOGY HAMIRPUR
HAMIRPUR (H.P.) - 177 005 (INDIA)
[An Institute of National Importance under Ministry of Education (Shiksha Mantralaya)]

प्रशिक्षण एवं नियुक्ति कार्यालय

{OFFICE OF TRAINING & PLACEMENT}

==========

TRAINING / INTERNSHIP CERTIFICATE

This is to certify that Mr./Ms. ***ADARSH MAHAJAN*** student of ***Jaypee University of Information Technology, Solan*** successfully completed training/internship from the Department/Centre of ***Computer Science & Engineering*** of ***National Institute of Technology, Hamirpur (H.P.)*** w.e.f. ***12 June, 2024 to 25 July, 2024.***

Somesh 26.7.2024

Dr. Somesh Kumar Sharma
Training & Placement Officer
NIT Hamirpur (H.P.)

प्रशिक्षण एवं नियुक्ति अधिकारी
Training & Placement Officer
राष्ट्रीय प्रौद्योगिकी संस्थान हमीरपुर (हिमाचल)
National Institute of Technology Hamirpur (H.P.)

115

211234

antier
Decentralizing the World

S.No- ATR/HR/Aug/2024/1133

Date: 05th August 2024

CERTIFICATE OF INTERNSHIP

This is to certify that **Ms. Meghna Thakur** D/O **Mr. Balwant Singh Address:- H. No- Ward No-7, Behar Mandi, Himachal Pradesh- 175024** has worked with **Antier Solutions Pvt. Ltd.** as a **Software Engineer Intern** starting from 17th June 2024 to 02nd August 2024. During this training, she worked under the guidance of Mr. Karan Chopra. Her overall performance during the training period has been found satisfactory. Other details related to her training are mentioned below:

I. Name of Organization:	Antier Solutions Pvt. Ltd.
II. Place of work:	Mohali
III. Address of Employer:	E221, Phase 8B, Industrial Area, Mohali
IV. Tech-Stack	React js
V. Project	BlockDAGScan Explorer

Govind Saini
Sr. Manager Human Resource

Antier Solutions Pvt. Ltd.

NULLCLASS

CERTIFICATE
OF INTERNSHIP

THIS CERTIFICATE IS PRESENTED TO

Shruti Shree

has successfully completed his/her Web Development internship from Jul 1 2024 till Aug 30 2024.

He/She has participated successfully in all tasks given to him/her and accomplished all the skills required for the tasks,throughout which he/she was able to showcase his/her great work ethics and team player skills.

Vetriselvan G.
CEO

Verfiy at:

Issued On: Aug 31 2024
DOC ID: 66d2af3a1b634cbbd248816c

Shruti Shree.

2 11238

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Certificate of Training

Certificate

No. Infowiz/6W2024/5924

This is certified that Mr./Ms. Mudit Sharma S/D/o. Sh. Sanjay Sharma

of JUIT, Solan has successfully undergone Training Course Data Science

From 10th June, 2024 to 25th July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

117

211239

BLACKCRAB
MAKE IT POSSIBLE

CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

Shailen Sharma

for completion of summer internship program on "Garbage Collection and Tree Plantation Web Page" from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)

118

2112040

BLACKCRAB
MAKE IT POSSIBLE

CERTIFICATE

OF INTERNSHIP

THE CERTIFICATE IS PROUDLY PRESENTED TO

Sarveksh

for completion of summer internship program on "Landing Page of Garbage Collection and Plants" from 15th June,2024 to 30th July,2024 at BLACKCRAB I&T PRIVATE LIMITED.

CEO (Chief Executive Officer)

BLACKCRAB I&T PRIVATE LIMITED

CTO (Chief Technical Officer)

119

120

21/241

LevNext Private Limited

Corp. ID# U72900HR2020PTC086345

Date 02/08/2024

Ref. No. ICSWD-240896

To Whomsoever It Concerns

This is to certify that **Ms Umang Verma** D/o **Mr Jatin Verma** from *Jaypee University of Information Technology (Solan)*, has undergone training as a **Software and Web Developer (Intern)** at **LevNext Private Limited** from **10th June 2024** to **26th July 2024**.

During her training, we found her sincere, diligent, and eager to learn, with good focus.

We wish her all the best in her future endeavours.

Please feel free to contact the undersigned for any further clarifications.

Sincerely,

Prabhjeet Singh
(Head – Operations)
Ph: +91-87605 22222

2112242

Teachnook
STARTING POINT FOR YOUR CAREER PATH

LinkedIn™
TOP STARTUP 2023

COGNIZANCE'24
IIT Roorkee

Certificate of Course Completion

PRESENTED TO

Rajat Kumar

has successfully completed a course in Artificial Intelligence

with **Teachnook** in collaboration with **Cognizance'24 IIT Roorkee.**

During this course, the student has found to be a keen and enthusiastic candidate.

Certificate ID : TNCC2404-042917

Duration : 01-Jun-2024 To 31-Jul-2024

Scan to verify

Powered by Wipro DICE ID

SENIOR HR MANAGER

ACADEMIC HEAD

121

Sr. No. - 00[illegible]

211243

CERTIFICATE OF INTERNSHIP

This is presented to

YASHVARDHAN KAPIL

Have completed the Web Development internship of 45 Days at Grivenson.During the time of internship, his work was remarkable. The Duration has been dated from 15 June 2024 to 30 July 2024

Team Head

Anshul Sharma

Ceo & Founder

Vidur Sharma

211244

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Certificate of Training

Certificate

No. Infowiz/6w2024/6132

This is certified that Mr./Ms. Utsav Goliyan S/D/o. Sh. Pushpendra Singh

of Jaypee University has successfully undergone Training Course Web Development

From 10 June 2024 to 25 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

123

124 211245

UFLEX LIMITED

'A part of your daily life'

Corporate Office : A - 107- 108, Sector- IV, Distt. Gautam Budh Nagar, Noida -201 301 (U.P.)INDIA
Phone : +91-120-4012345, 2459444 Fax : +91-120-2442908, 4012364, 2556040, 2541248, 2544121
Website : www.uflexltd.com

Date: 30th July 2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. Tanuj Dwivedi of Jaypee University of Information Technology, Solan has completed his Summer Internship in IT Department at our Engineering Division from 12th June 2024 to 26th July 2024.

During his internship with Uflex he was found to be diligent and hardworking.

We wish him all the very best in all his future endeavours.

Yours sincerely,

For **UFLEX LIMITED**

Chandan Chattaraj
President – Human Resources
(India & Global)

2112246

Certificate

of internship completion

Siya Kalia

Congratulate you on successfully completing your internship in networking and Java programming. Your dedication, hard work, and commitment throughout this internship have truly impressed us.

CNC0354
CNC ID

10th June - 25th July 2024
INTERNSHIP DATE
NETWORKING + JAVA

Neeraj
SIGNATURE

125

21149

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A SOFTWARE SOLUTION

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B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate of Training

Certificate

No. Infowiz/6w2024/5910

This is certified that Mr./Ms. Sachin Gupta S/D/o. Sh. Rajesh Gupta

of JUIT, Solan has successfully undergone Training Course Data Science

From 10th June, 2024 to 25th July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

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INFOWIZ®

A SOFTWARE SOLUTION

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B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate of Training

Certificate

No. Infowiz/6W2024/5903

This is certified that Mr./Ms. Aditya Singh Padiyar S/D/o. Sh. Hitendra Singh Padiyar

of JUIT, Solan has successfully undergone Training Course Data Science

From 10th June, 2024 to 05th July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

211252

NULLCLASS

CERTIFICATE
OF INTERNSHIP

THIS CERTIFICATE IS PRESENTED TO

Sanskriti Priya

has successfully completed his/her Web Development internship from Jul 1 2024 till Aug 28 2024.

He/She has participated successfully in all tasks given to him/her and accomplished all the skills required for the tasks,throughout which he/she was able to showcase his/her great work ethics and team player skills.

Vetriselvan G.
CEO

Verfiy at:

sued On: Aug 28 2024
OC ID: 66ceba7e8869b16ce18a3b66

128

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CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

H.O.: SCO 118 - 120, Sector 34 - A, **CHANDIGARH**
B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

Certificate of Training

Certificate

No Infowiz/6W2024/6061

This is certified that Mr./Ms. Pulkit Chauhan S/D/o. Sh. Azad Singh

of JUIT, Solan has successfully undergone Training Course Artifical Intelligence

From 10 June, 2024 to 25 July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

211253

129

211254

techHangouts

SR. No : TH-MOH _____

Certificate

OF TRAINING

This is to certify that Mr/Ms

Aanchal Aggarwal

has successfully completed training in Flutter Development

dated from June 2024 to July 2024 at our company.

during this training tenture, he/ she was found to

diligent and hardworking.

July 2024
ISSUE DATE

HEAD OF MANAGMENT

LEAD TRAINER

+91- 9658500046 | hr@techangouts.com | F - 549,Phase 8-A, Mohali, Punjab | www.techangouts.com

130

2112255

ARYABHATTA GEO-INFORMATICS & SPACE APPLICATION CENTRE
Himachal Pradesh Council for Science, Technology & Environment,
Govt. of Himachal Pradesh
34 SDA Complex Kasumpti Shimla-171009

File No. AGiSAC/Internship Programme/2024/1207 **Dated:26.07.2024**

CERTIFICATE

This is to certify that Mr. Prakul Chauhan, a student of B.Tech Computer Sciences from Jaypee University of Information Technolog, Waknaghat, Solan-173234 has successfully accomplished 45 days (10th June 2024 to 26th July 2024) training/project work at Aryabhatta Geo-informatics & Space Application Centre (AGiSAC), Shimla as part of his education course under the supervision of Dr. Brijesh Saklani, Sr. Scientific Professional & Er. Purnima Verma, Scientific Professional, AGiSAC. During the course, he successfully learnt various Geo-informatics & Web-application tools and applied them in his project work.

We wish good luck for his future endeavor.

(Dr. Suresh C. Attri)
Joint Member Secretary
AGiSAC-HIMCOSTE

131

132 211256

WEBSETTERS

22nd July 2024

TO WHOM IT MAY CONCERN

This is to certify that Eklavya Sharma has been associated with our organization as **Digital Marketing cum SEO Intern** for the period from **11th June 2024** to **22nd July 2024**. We found that Eklavya is effective in discharging the responsibilities assigned to him. During his tenure with us for the above period, we found him honest, hardworking, and well-behaved.

We wish him success in future assignments.

HUMAN RESOURCES HR WEBSETTERS

HR

Websetters Pvt Ltd.

211257

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Certificate of Training

Certificate

No. Infowiz/6w2024/5902

This is certified that Mr./Ms. Naman Verma S/D/o. Sh. Ajay Kumar Verma

of JUIT, Solan has successfully undergone Training Course AI & ML

From 10th June, 2024 to 25th July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

133

2112258

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JAS-ANZ
Certificate No. : 160203XXXX02

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14 YEAR OF EXCELLENCE

ISO Certification

No. Infowiz/6w2024/34

This is to certify that Mr. / Ms. Bharat Mandal S/D/o. Sh. Ravi Mandal

of Jaypee University has successfully done more than One Hundred and Twenty Hours (120 hrs.)

on Web Development from June 2024 to July 2024

During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Authorised Signatory

Managing Director

134

135

211259

AbyM Technology
Algorithm By Man

Experience Letter

Date: 31 July 2024

TO WHOM IT MAY CONCERN

Mr. **Ayush Gupta** was employed with AbyM Technology from **10 June 2024** to **31 July 2024.** During his tenure with us, he handled major responsibilities in his Python Developer Intern role.

During his assignment, we found him sincere, hardworking, and a keen learner. We have found him to be a self-starter who is motivated, duty-bound, and a highly committed team player with strong conceptual knowledge of the technology.

We wish him all success in her future endeavors.

Chetna Bisht
HR & Operations
AbyM Technology

Office Address:

6th Floor, C-56/11, Sec-62, Noida (UP) India. Pin No. 201301

M.: +91-920 512 8946, E-Mail Id: hr@abym.in, W: www.abym.in

136

211260

CERTIFICATION

THALES
Building a future we can all trust

Thales DIS Technology India Private Limited
Berger Tower, 3rd - 8th Floors,
Plot No. C - 001A/2,
Sector - 16B, Noida - 201301,
Uttar Pradesh, India
Tel.: +91 120 40 20 555
Fax: +91 120 40 20 666
www.thalesgroup.com

14th Aug 2024

TO WHOMSOEVER IT MAY CONCERN

This is to confirm that Mr Ritik Thakur, has undergone Internship in our organization from 18th June, 2024 to 16th August, 2024 in our Sales Team under the guidance of Mr. Ashish Nigam.

We found him sincere, honest and very hard working and take this opportunity to wish him success in all his future endeavors.

If you have further enquiries, please do not hesitate to contact the Human Resources Department at **HR-operations@thalesgroup.com**

For **Thales DIS Technology India Private Limited**

Thales DIS Technology India Pvt. Ltd. ★ Noida

Sekhar Sahay
Director- Human Resources

2 11 261

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Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

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Certificate of Training

Certificate

No. Infowiz/GW2024/5785

This is certified that Mr./Ms. Sanyam Thakur S/D/o. Sh. Tribhushan Singh

of JUIT, Solan has successfully undergone Training Course AI

From June 2024 to July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

137

138

2 11262

faceretech

Ref: FT/Training/2024/FTI-0156
12th August 2024

Astik Tyagi
S/o Mr. Sarvesh Kumar Tyagi
Agra, Uttar Pradesh
astiktyagi27@gmail.com
Phone: +919675357114

TO WHOMSOEVER IT MAY CONCERN

We are glad to inform you that **Astik Tyagi** from Jaypee University of Information Technology, Solan, HP, has successfully completed his internship at Facere Technologies Pvt Ltd from 20th June 2024 to 5th August 2024.

During his internship, he was exposed to the following Activities:
- Web-based Visitor Management System with Approval process
- PHP, HTML, CSS
- VS Code

We found him extremely inquisitive and hard working. He was very much interested in learning Web Application designing & database connectivity. Also, he was willing to put his best efforts and get into the depth of the topic to understand it better.

His association with us was very fruitful and we wish him all the best in his future endeavours.

for **Facere Technologies**

Ysingh

Yogendra Singh
COO
Facere Technologies Pvt Ltd
C-235, Sector-100,
Noida, UP 201301, India
Phone: +91-9811410900, +91-120-4555288
Email: yogendra.singh@faceretech.com
Web: www.faceretech.com

139

211263

SIEMENS

Internship Completion Certificate

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Kishlay NLN** was present as Student Intern in our company during the period from 10 June 2024 to 09 August 2024.

If you require any further information, please contact hr1source.india.sisw@siemens.com.

Saxena Nidhi

Digitally signed by Saxena Nidhi
DN: cn=Saxena Nidhi, c=DE, o=Siemens, email=nidhi.saxena@siemens.com
Date: 2024.08.28 21:59:30 +05'30'

Nidhi Saxena
Authorized Signatory

Siemens EDA (India) Private Limited
(formerly known as Mentor Graphics (India) Pvt Ltd)

Plot 7A/2, Sector 142,
Noida, 201305,
Uttar Pradesh, India

Tel: + 91 120 430 4500
siemens.com/eda
info_india@mentor.com

Registered Office: P-24, Green Park Extension, New Delhi, 110016, India
CIN No.: U72200DL1997PTC221131

Kishlay

Solitaire infosys Simple Creative Innovative

S.No. 452856

Certificate of Training

This certificate has been awarded to Mr **Akarsh Rastogi** from **JUIT Waknaghat Solan** who has undertaken an internship program of **6 Weeks** from **04/07/2024** to **17/08/2024** in **Data Science** Department from Solitaire Infosys Pvt. Ltd.

During the tenure of this internship with us, we found the candidate self-starter and hardworking. Also he had worked sincerely on the assignments and his performance was satisfactory to be part of the team.

We wish the Candidate success for all the future endeavors.

For Solitaire Infosys Pvt. Ltd.

Gagan Sawhney

Human Resources Department

CERTIFIED ISO 9001 2015 COMPANY

Note: To check the authentication of certificate, please visit www.slinfy.com

141

211265

NATIONAL AWARD WINNER

EXCELLENCE TECHNOLOGY

Ref. no. Extech/1308/5118

CERTIFICATE
OF TRAINING

PROUDLY PRESENTED TO

SUJAL SHARMA

S/o/D/o Sh. ASHWANI KUMAR SHARMA

of JAYPEE UNIVERSITY OF INFORMATION TECH. has successfully completed his/her training on PYTHON

from 10-JUNE-2024 to 25-JULY-2024 during the tenure of the above training, we have found him/her a hardworking

Training Co-ordinator

MSME Ministry of MSME, Govt. of India Reg. no. - CH01D0007051

ISO 9001:2015

Director

Grade - A☐ A+☐ B☐ B+☐ C☐

info@excellencetechnology.in www.excellencetechnology.in

211268

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Certificate of Training

Certificate

No. Infowiz/GW2024/5947

This is certified that Mr./Ms. Kshitij Mahajan S/D/o. Sh. Prateek Kumar

of JUIT, Solan has successfully undergone Training Course Python

From 10 June 2024 to 26 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

142

143

211269

XORNOR
TECHONOLIGES

Xornor Technologies Private Limited
D-151, Industrial Area, Phase 8, Mohali Punjab, 160055, India

CIN: U72200PB2016PTC045439

21st August, 2024

INTERNSHIP CERTIFICATE

This is to certify that Mr. Aditya Sood S/O Sh.Vikas Sood, Roll Number 211269 has successfully completed 45 days of internship in "**Software Development**" from 10th June, 2024 to 25th July, 2024.

We found him to be sincere, honest and efficient in executing the assigned responsibilities.

Xornor Technologies Private Limited
Mohali

Authorized signatory

2112270

Teachnook
STARTING POINT FOR YOUR CAREER PATH

RHYNO
Imagine. Initiate. Inspire!

CERTIFICATE OF INTERNSHIP COMPLETION

PRESENTED TO

Akshit Thakur

has successfully completed Mentorship Program on Web Development from Teachnook. During this internship, The student has been found to be a keen and enthusiastic candidate.

Certificate ID : TNK2404-063131

Duration : 01/06/2024 - 31/07/2024

Academic Head

SR.HR Manager

Web Development

Akshit

Akshit Thakur

Verified Certificate

A Verified Certificate from Teachnook can provide a proof for a student or other institution, an employer or other institution, that you have successfully completed an online project.

144

2 11271

Teachnook
STARTING POINT FOR YOUR CAREER PATH

LinkedIn™
TOP STARTUP 2023

COGNIZANCE'24
IIT Roorkee

Certificate of Course Completion

PRESENTED TO

Shiven Singh

has successfully completed a course in UI/UX Designing

with **Teachnook** in collaboration with **Cognizance'24 IIT Roorkee.**

During this course, the student has found to be a keen and enthusiastic candidate.

SENIOR HR MANAGER

Certificate ID : TNCC2404-041420

Duration : 01-Jun-2024 To 31-Jul-2024

Scan to verify

Powered by Wipro DICE ID

Shiven Singh

ACADEMIC HEAD

145

146

21/212

Code Brew Innovations PVT. LTD.

hr@code-brew.com

25th July, 2024

To Whomever It is Certified

This is to certify that **Mr. Rishab Thakur,** son of **Sandeep Thakur**, a student of **Jaypee University of Information Technology**, has successfully completed his internship in **Web Development** at Code Brew Innovation, Chandigarh, from June **1, 2024, to July 23, 2024.**

During his tenure with us, Rishabh demonstrated exceptional work ethic and innovative thinking. He consistently showed a keen interest in learning and applied his skills effectively to contribute to our projects.

We wish him the best in his future endeavors and are confident that he will excel in his chosen field.

Thanking you,

For Codebrew Innovations. Pvt. Ltd.
Nidhi Chandel
25/07/2024
Human Resources

Nidhi Chandel
Human Resources
Code Brew Labs

Rishab Thakur
Rishy.

211273

EXCELLENCE
TECHNOLOGY

Ref. no. Extech/1308/5121

NATIONAL AWARD WINNER

CERTIFICATE
OF TRAINING

PROUDLY PRESENTED TO

PRITHAK DAHIYA

S/o/D/o Sh. VIRENDER SINGH

of JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY has successfully completed his/her training on WEB DEVELOPMENT from 10-JUNE-2024 to 25-JULY-2024 during the tenure of the above training, we have found him/her a hardworking

Training Co-ordinator

MSME MICRO, SMALL & MEDIUM ENTERPRISES सूक्ष्म, लघु एवं मध्यम उद्यम OUR STRENGTH • हमारी शक्ति
Ministry of MSME, Govt. of India
Reg. no. - CH01D0007051

International Organization for Standardization ISO 9001:2015

Director

Grade - A☐ A+☐ B☐ B+☐ C☐

info@excellencetechnology.in www.excellencetechnology.in

148

211274

Teachnook
STARTING POINT FOR YOUR CAREER PATH

RHYNO
Imagine. Initiate. Inspire!

148

CERTIFICATE OF INTERNSHIP COMPLETION

PRESENTED TO

Ravjot Singh Sura

has successfully completed Mentorship Program on Web Development from Teachnook. During this internship, The student has been found to be a keen and enthusiastic candidate.

Certificate ID : TNK2404-063130
Duration : 01/06/2024 - 31/07/2024

Academic Head

SR.HR Manager

Web Development

Verified Certificate

A Verified Certificate from Teachnook can provide a proof for a student or other institution, an employer or other institution, that you have successfully completed an online project.

211274

149

21/275

INFOWIZ
A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

ISO 9001 CERTIFIED

Employee ID: - 5665

Dated: - 23/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ansul Chauhan** S/O **Juhar Singh** student of **Jaypee University of Information and Technology**. He has successfully completed his Internship in **Web Development** at INFOWIZ Software Solutions Chandigarh from **01st June, 2024** to **23rd July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Rajiv Nayyar

Rajiv Nayyar
Director
INFOWIZ

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

Here the future begins.....

Authenticity Barcode

SCO 118-120, Basement,
Sector - 34 A, **CHANDIGARH**
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Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

150 211276

SINPLAY PVT. LTD.

PRIVATE AND CONFIDENTIAL

NAME : KHUSHI BHATI
DATE : 31/07/2024

Crossing Republik, Ghaziabad, Uttar Pradesh, 201016

CERTIFICATE OF COMPLETION - INTERNSHIP

Dear Khushi,

This is to certify that Khushi Bhati has successfully completed an internship program at Sinplay Pvt. ltd. from 1st June 2024 to 30th July 2024. During this period, she demonstrated exceptional dedication and commitment to her assigned tasks in web development.

Throughout the internship, Khushi was involved in various projects, including the development of responsive websites using HTML, CSS, and JavaScript. She gained hands-on experience with frameworks such as Node.js, contributing to the backend functionality of our applications.

Khushi exhibited excellent skills in problem-solving, teamwork, and attention to detail, which were integral to the successful completion of her assignments. Her proactive approach and eagerness to learn significantly enhanced our team's productivity and creativity.

We appreciate Khushi's hard work and dedication during her time with us and wish her the very best in all future endeavors.

PRAGATI
SINGH (HR
MANAGER)
SINPLAY PVT. LTD.

9354784377
hr@sinplay.in

151 2/12/24

DIGINIX-AI IT SOLUTIONS
B-53, Budh Vihar, Alwar, Rajasthan - 30100
India.

Diginix-AI IT Solutions.

1 July, 2024
Mr. Aaditya Jain
Alwar

Sub: Internship Completion

Letter Dear Aaditya,

We are pleased to confirm that you have successfully completed your internship as a **React.js Developer Intern** at our office located at B-53 Budh Vihar, Alwar, 301001. Your internship period was from 1 June 2024 to 30 July 2024.

During your internship, you demonstrated a high level of commitment, professionalism, and technical expertise. Your contributions were highly valued, and you successfully met the objectives set for your role.

We are confident that the skills and experience you have gained during this period will be beneficial for your future endeavors. We wish you all the best in your career and are confident that you will continue to excel in your professional journey.

Thank you for your hard work and dedication during your time with us. If you need any further assistance or references, please do not hesitate to contact us.

Welcome
Aboard!
Thanks

Authorized
Signatory

Director

Priyanshu

Joshi

01-07-2024

211279

EdiGlobe

Zhagaram Technologies

CERTIFICATE

INTERNSHIP COMPLETION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Aayush Gupta

Has successfully completed an Internship with EdiGlobe from **01-06-2024** to **31-07-2024** in the Domain of **Amazon Web Services** .
He/She consistently demonstrated strong problem-solving abilities, excellent communication skills, a strong work ethic, and a desire to learn and grow.

Ashish Verma

HR MANAGER

FOUNDER

Unique ID :EG329
Issue Date: 20-08-2024

152

211280

Teachnook
STARTING POINT FOR YOUR CAREER PATH

RHYNO
Imagine. Initiate. Inspire!

CERTIFICATE OF INTERNSHIP COMPLETION

PRESENTED TO

LAKSHAY

has successfully completed Mentorship Program on UI/UX from Teachnook. During this internship, The student has been found to be a keen and enthusiastic candidate.

Certificate ID : TNCC2404-041418
Duration : 01/06/2024 - 31/07/2024

Academic Head

SR.HR Manager

UI/UX

Verified Certificate

A Verified Certificate from Teachnook can provide a proof for a student or other institution, an employer or other institution, that you have successfully completed an online project.

153

154

2 11 282

INTERNSHIP COMPLETION CERITFICATE

District Institute of Education and Training, Solan (H.P.)

This is to certify that **Shubham Thakur** has successfully completed the internship as a **Backend Developer Intern** at the District Institute of Education and Training, Solan, Himachal Pradesh, from June 10, 2024, to August 10, 2024.

During this period, Shubham Thakur was actively involved in backend development tasks and demonstrated exceptional skills and dedication to the assigned responsibilities. The internship included the handling of confidential information, and Shubham Thakur adhered to the confidentiality agreement throughout the tenure.

We acknowledge and appreciate the valuable contributions made by Shubham Thakur during the internship and wish them all the best in their future endeavors.

Solan, Himachal Pradesh
August 10, 2024

(Dr. Shiv Kumar Sharma)
Principal cum DPO,
District Institute of Education and Training, Solan (H.P.)

District Project Officer
ISSE-cum-Principal DIET,
District Solan (H.P.)

Shubham
22/08/2024

211283

Teachnook
STARTING POINT FOR YOUR CAREER PATH

LinkedIn
TOP STARTUP 2023

COGNIZANCE'24
IIT Roorkee

Certificate of Course Completion

PRESENTED TO

Devesh Sharma

has successfully completed a course in UI/UX Designing

with **Teachnook** in collaboration with **Cognizance'24 IIT Roorkee.**

During this course, the student has found to be a keen and enthusiastic candidate.

SENIOR HR MANAGER

Certificate ID : TNCC2404-041410

Duration : 01-Jun-2024 To 31-Jul-2024

Scan to verify

Powered by Wipro DICE ID

Devesh Sharma
22-08-24

ACADEMIC HEAD

155

156

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A SOFTWARE SOLUTION

Member of Confederation of Indian Industry

211284

ISO9001 CERTIFIED

Employee ID: - 2647

Dated: - 16/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Aryan Karmani** S/O **Niku Ram** student of **Jaypee University of Information and Technology**. He has successfully completed his Internship in **Web Development** at INFOWIZ Software Solutions Chandigarh from **01st June, 2024** to **16th July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Rajiv Nayyar
Director
INFOWIZ

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98888-00888

Aryan Karmani

22-08-2024

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Authenticity Barcode

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Sector - 34 A, **CHANDIGARH**
Phone : 0172-4567888
Mobile : 090234-00888
Web : www.infowiz.co.in.
Email : info@infowiz.co.in

157 211285

Dr. Tushar JAIN, Ph.D., SMIEEE
Associate Professor
School of Computing and Electrical Engineering

Indian Institute of Technology Mandi

Thursday, 25 July 2024

To Whomsoever it may concern

This is to certify that **SAHIL DHIMAN (CSE, Roll No. 211285)** from **Jaypee University of Information Technology, Waknaghat, Solan, Himachal Pradesh (H.P)** has successfully completed his 7-week internship from **12 June 2024-25 July 2024** under my guidance at IIT Mandi. The student has worked on the frontend, backend of the website for the project "Climate Controlled Agriculture".

With warm regards,

INDIAN INSTITUTE OF TECHNOLOGY MANDI (H.P.)-175001

Dr. Tushar JAIN

Sahil Dhiman
22/08/2024

Indian Institute of Technology Mandi, Kamand 175075, Himachal Pradesh, India
Tel: +91 1905 267920, Fax: +91 1905 267009
Webpage: http://faculty.iitmandi.ac.in/~tushar/ Email: tushar@iitmandi.ac.in

158

211286

NETQOM Software
Smart Solutions for Digital World

Address: PLOT NO 1210, SECOND FLOOR, JLPL INDUSTRIAL PARK SECTOR 82, MOHALI

Date 3-07-2024

Ref. No. .....

INTERNSHIP CERTIFICATE

TO WHOM IT MAY CONCERN

This is to certify that **Mr.Chirag Diwan** has successfully completed his internship in **Data Science and Machine Learning** at **Netqom Software Pvt Ltd** from **12th June 2024 to 30th July 2024.**

Demonstrated exceptional dedication with strong willingness to learn and actively engaged in various projects, tasks exhibiting remarkable skills with high level of professionalism.

Yours Sincerely,

Preetjot Kaur
HR Manager
Netqom Software Pvt. Ltd.
Mohali.

Preetjot Kaur
Netqom Software Pvt. Ltd.
Plot No.1210, 2nd Floor
JLPL Industrial Park, Sector-82
S.A.S. Nagar, Mohali (Pb.)

22/08/24

159

211287

RISICINDIA
Rise To The Top

Dated: 5th Aug 2024

To Whom It May Concern

This is to certified that **MR KOUSTUBH PUROHIT,** student of **JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY,** Waknaghat, Distt. Solan PIN-173 234 (H.P.) has successfully completed the summer internship in our organization from 20th Jun 2024 to 5th Aug 2024.

During the period of his internship program with us, he has been exposed to different process and approaches in the field of Machine Learning and was found diligent and sincere.

We wish him every success in his life and career.

Sincerely,

Koustubh
22-08-2024

Authorized Signatory
(For Risicindia Pvt Ltd)

RISICINDIA PRIVATE LIMITED
First Floor, Plot No: 2, Nithi Khand 1st, Indirapuram, Ghaziabad - 201014 (India)
Phone : +91- 728 994 1622 Email: info@risicindia.com

2111288

NULLCLASS

CERTIFICATE
OF INTERNSHIP

THIS CERTIFICATE IS PRESENTED TO

Prachi Varshney

has successfully completed his/her Web Development internship from Jun 9 2024 till Aug 1 2024.

He/She has participated successfully in all tasks given to him/her and accomplished all the skills required for the tasks,throughout which he/she was able to showcase his/her great work ethics and team player skills.

Vetriselvan G.
CEO

Verfiy at:

Issued On: Aug 1 2024
DOC ID: 66aba62dc4db51c91ef11717

22/8/24

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2 11 290

MARUTI SUZUKI

MSIL: GTS: INT|2024-25|1608 Date: 02.08.2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ms. APARNA SRIVASTAVA,** a student of **JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY** has undergone Project training with MARUTI SUZUKI INDIA LIMITED as per details given below: -

PROJECT TITLE	**INVENTORY SYSTEM ASSET MANAGEMENT**
TRAINING PERIOD	**21-Jun-2024 to 02-Aug-2024**
DEPT/ VERTICAL	**GITD\IT**

She has completed the above project to our satisfaction and our assessment of her overall project efforts & learning is **EXCELLENT.** During the training we found her hardworking, eager to learn and with good initiative.

We wish her very best in her future career.

With Best Wishes

Dr. Dharmendra Kumar
General Manager - HR
Maruti Suzuki Training Academy

22-08-24

MARUTI SUZUKI INDIA LIMITED

Head Office:
Maruti Suzuki India Limited,
1, Nelson Mandela Road, Vasant Kunj,
New Delhi - 110070, India.
Tel: 011- 46781000, Fax: 011-46150275/46150276
E-mail id: contact@maruti.co.in, www.marutisuzuki.com

Gurgaon Plant:
Maruti Suzuki India Limited,
Old Palam Gurgaon Road,
Gurgaon - 122015, Haryana, India.
Tel: 0124-2346721-30, Fax: 0124-2341304

Manesar Plant:
Maruti Suzuki India Limited,
Plot no.1, Phase - 3A, IMT Manesar,
Gurgaon - 122051, Haryana, India.
Tel: 0124-4884000, Fax: 0124-4884199

CIN: L34103DL1981PLC011375

162

211291

INTERNSHIP COMPLETION CERITFICATE

District Institute of Education and Training, Solan (H.P.)

This is to certify that **Manav Lukar** has successfully completed the internship as a **Flutter Developer Intern** at the District Institute of Education and Training, Solan, Himachal Pradesh, from June 10, 2024, to August 10, 2024.

During this period, Manav Lukar was actively involved in Flutter development tasks and demonstrated exceptional skills and dedication to the assigned responsibilities. The internship included the handling of confidential information, and Manav Lukar adhered to the confidentiality agreement throughout the tenure.

We acknowledge and appreciate the valuable contributions made by Manav Lukar during the internship and wish them all the best in their future endeavors.

Solan, Himachal Pradesh
August 10, 2024

(Dr. Shiv Kumar Sharma)
Principal cum DPO,
District Institute of Education and Training, Solan (H.P.)

District Project Officer
ISSE-cum-Principal DIET,
District Solan (H.P.)

22-8-24

163

GSTIN/UIN :02ANMPA6663Q1ZM

Mob. : +91-9736375253
+91-7982724010

Bits Technology

211293

Industrial Training Certificate

This is to certify that **Isha** has successfully completed her industrial training from **12th June 2024 to 27 July 2024**. During this period, she was involved in the training titled **Micro Chip software programming and production** under the guidance of the technical team of **BITS TECHNOLOGY.**

We observed that the work met all the given requirements and we appreciate the sincere learning. The performance and conduct during the industrial training was outstanding.

We wish Isha all the best in her future endeavors.

Date of Issue:- 27/7/2024
For
Bits technology

BITS TECHNOLOGY

NAME :- SHALABH KUMAR
Position in company :- Head R & D

Isha
22/06/24

HIG 24C, First Floor, Upmohal, Sec1, Parwanoo, Distt. Solan (H.P.) 173 220

bitstechnology79@gmail.com

Scanned with CamScanner

211294

INFOWIZ®

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H.O.: SCO 118 - 120, Sector 34 - A, **CHANDIGARH**
B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

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Certificate of Training

Certificate

No. Infowiz/6W2024/6174

This is certified that Mr./Ms. Gourav Gupta S/D/o. Sh. Navijwan Gupta

of JUIT, Solan has successfully undergone Training Course AI

From June, 2024 to July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Gourav Gupta
22/8/24

Technical Head

Managing Director

164

165 21295

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ISO9001
CERTIFIED

Employee ID: - 8771

Dated: - 26/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Shaurya Thakur** S/O **Hitesh Kumar** student of **Jaypee University of Tnformation and Technology**. He has successfully completed his **Internship in Web Development** at INFOWIZ Software Solutions Chandigarh from **03rd June, 2024** to **26th July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Kamal Jot Kansal
Director
INFOWIZ

INFOWIZ
SCO 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

24/8/24

Here the future begins.....

Authenticity Barcode

SCO 118-120, Basement,
Sector - 34 A, **CHANDIGARH**
Phone : 0172-4567888
Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

166

211296

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ISO9001 CERTIFIED

Employee ID: - 5664

Dated: - 23/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Shardul Singh Patial** S/O **Balwant Singh Patial** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Web Development** at INFOWIZ Software Solutions Chandigarh from **01st June, 2024** to **23rd July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Rajiv Nayyar

Rajiv Nayyar
Director
INFOWIZ

Shardul Singh Patial
22-08-2024

Here the future begins.....

Authenticity Barcode

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Sector - 34 A, **CHANDIGARH**
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Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

167

211297

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ISO9001 CERTIFIED

Employee ID: - 5667

Dated: - 23/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Ritesh Chauhan** S/O **Rakesh Kumar** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Web Development** at INFOWIZ Software Solutions Chandigarh from **01st June, 2024** to **23rd July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

Rajiv Nayyar

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

Rajiv Nayyar
Director
INFOWIZ

RITESH CHAUHAN

Ritesh

22/08/2024

Here the future begins.....

Authenticity Barcode

SCO 118-120, Basement,
Sector - 34 A, **CHANDIGARH**
Phone : 0172-4567888
Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

168

211299

3/08/2024

Subject : Internship Certificate Letter

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Raghav Bansal from JUIT, Solan** has interned with Vidzo.ai Private Ltd. from **24th June to 3 August 2024** During his tenure, we found him to be honest, hardworking and responsible.

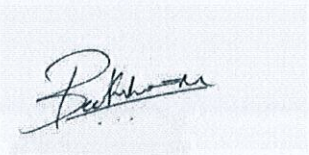
He has worked under the supervision and guidance of **Mr. Bhuvanesh Kumar Singha** Besides showing high comprehension capacity, managing assignments with the utmost expertise and exhibiting maximal efficiency, He has also maintained an outstanding professional demeanor and showcased excellent moral character throughout the internship period.

Wishing him the best of luck for his future endeavours.

Thanks and Regards

Yours Truly,

Vidzo.ai Private Ltd.
2nd floor, 5th B Cross Rd
Kalyan Nagar, Bengaluru
Karnataka 560043



Bhuvanesh Kumar Singha

(Co-founder of Vidzo.ai Bengaluru)

Raghav Bansal
22/08/24

170

170

21130 1

AATVIS SYSTEMS

WEB: www.aatvissystems.in EMAIL: info@aatvissystems.in
PHONE: +91 9899570706

Internship Certificate

Date: 04-11-2024

Subject: Internship Certificate Letter

TO WHOMSOEVER IT MAY CONCERN

This is to certify that CHANDAN KUMAR bearing Code: 05 has successfully completed an internship with AATVIS SYSTEMS as a Full Stack Developer Intern in the Business Operations and Development. Department from 09/JULY/2024 to 20/OCTOBER/2024.

They have worked on the Slow Life- Consumer Care Products Project under the supervision and guidance of MUDIT SHARMA. During the internship, he has gained several learnings such as Team Work, Industrial Norms and developed considerable skills, including Latest Web Development Technology.

Besides showing high comprehension capacity, managing assignments with the utmost expertise, and exhibiting maximal efficiency, he has also maintained an outstanding professional demeanor and showcased excellent moral character throughout the internship period.

I hereby certify his overall work as excellent to the best of my knowledge.

Wishing him the best of luck in his future endeavors.

Regards

For AATVIS SYSTEMS

AATVIS SYSTEMS Auth. Signatory NEW DELHI

Mahima
HR Head

211303

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Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

Certificate of Training

Certificate

No. Infowiz/GW 2024/6003

This is certified that Mr./Ms. Vaasu Sharma S/D/o. Sh. Harish Sharma

of Jaypee University has successfully undergone Training Course React Js

From June 2024 to July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

171

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Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

Certificate of Training

Certificate

No. Infowiz/6w2024/6002

This is certified that Mr./Ms. Aryan Rana S/D/o. Sh. Pankaj Rana

of Jaypee University has successfully undergone Training Course React Js

From June 2024 to July 2024 During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

173

211307

INDIAN INSTITUTE OF TECHNOLOGY ROPAR
Main Campus, Rupnagar- 140001, Punjab, India
Dr. Prabir Sarkar, Associate Professor
Department of Mechanical Engineering
Phone: +91 1881 242151 (office)
E-mail: prabir@iitrpr.ac.in ; prabirsarkar@gmail.com
Web: http://www.iitrpr.ac.in/smmee/prabir and http://www.prabirsarkar.com

July 26, 2024

To whom so ever it may concern

This is to state that Mr. Syed Mohammad Zaeem, a B.Tech CSE 3rd year student of Jaypee University of Information Technology, Solan, Himachal Pradesh has completed a research internship at the Design Research lab of IIT Ropar from 10 June, 2024 to 26 July, 2024.

He worked on an app development to reduce stress levels of people.

During his tenure, we found him active and competent in executing the assigned tasks.

With regards,

Dr. Prabir Sarkar
Associate Professor
Department of Mechanical Engineering
Room 328, Indian Institute of Technology, Ropar
Main Campus, Satish Dhawan Block, Birla Farms,
Rupnagar-140001, Punjab, India
Web: http://www.iitrpr.ac.in/smmee/prabir
Email: prabir@iitrpr.ac.in; prabirsarkar@gmail.com
Phone: +91 1881 23 2368 (office)

21130

newgen
UNLOCK SIMPLE
Newgen Software Technologies Limited
CIN:L72200DLI992PLC049074
9th Floor, Building No.7, CandorTechSpace,IT/ITES SEZofM/s Seaview Developers Pvt. Ltd.
Plot No. 20 & 21, Sector-135, Noida, Uttar Pradesh-201304, INDIA.
Tel:-+120-63-66666.
Email:corpmktg@newgensoft.com URL: https://www.newgensoft.com

12th August 2024

TO WHOMSOEVER IT MAYCONCERN

This is to certify that **Mr. Shivansh Kushwaha,** student of B.Tech. Computer Science from Jaypee University of Information Technology has undergone his Industrial training at Newgen Software Technologies Limited, Noida from **21st June 2024 to 31st July 2024.**

He has worked on the project "Software Engineer Enablement Program" in the Product Group of our organization.

His overall performance during the training was Good.

For **Newgen Software Technologies Limited**

Alvin David
Senior General Manager – HRD

2 11 310

CERTIFICATE

ISO 9001 2015 CERTIFIED

Corporate Identity Number :
U62013OD2023PTC044081

TECH OCTANET SERVICES PVT LTD

TECH
OCTANET SERVICES PVT LTD.

This is to certify that

Abhiyash Singh

Web Development Internship

Duration: 2 Month (1st June 2024 - 1st August 2024)

During the internship period, He/She has demonstrated exceptional dedication, enthusiasm and a strong willingness to learn. They actively engaged in various projects and tasks assigned to them, exhibiting remarkable skills and a high level of professionalism.

Verified By :

Anjali Prusty

Director & CEO
TECHOCTANET SERVICES PVT LTD

TECHOCTANET SERVICES PVT LTD

08-2024-18349

MINISTRY OF CORPORATE AFFAIRS

MSME

#startupindia

ISO 9001 Certified

IAF

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176 21312

L&T Precision Engineering and Systems

Larsen & Toubro Limited
Precision Engineering and Systems
A.M. Naik Heavy Engineering Complex
Post: Bhatha, Surat 394 510
Gujarat, INDIA
Tel: +91 261 229 3111
Fax: +91 261 280 5648
www.Larsentoubro.com
CIN: U11200MH2009PLC191426

L&T/PES/HR/IPT/150319

26th July, 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. TANISHA CHAUBEY, Student of B Tech (Computer Science), Jaypee University of Information Technology, Solan, has completed her Industrial Training, at our A. M. Naik Heavy Engineering Complex, Surat from 12th June 2024 to 26th July 2024.

During the above period, she was found to be sincere and hard working.

We wish her all success in her future endeavors.

For L&T Precision Engineering and Systems

LARSEN & TOUBRO LIMITED HR HAZIRA

Rony Howie
Manager – HR & IR

177 211314

CREDENCE DIGITAL MARKETING PRIVATE LIMITED

CRE|24|08|01

To Whom It May Concern,

This is to confirm that Ansh Kumar has successfully completed his internship at Credence Digital Marketing Private Limited. His internship as a Web Development Intern was conducted from June 10, 2024, to August 10, 2024.

During this time, Ansh actively participated in the development and maintenance of web applications. He also gained practical experience working with PHP and Python on various projects. His contributions in team meetings, project discussions, and collaboration with senior developers were noteworthy, and he consistently completed his assigned tasks and projects on time.

Ansh displayed a strong commitment to learning and a professional attitude throughout his internship. We are confident that the skills and knowledge he has acquired during this period will be valuable to him in his future endeavors.

We wish him all the best in his future career and believe he will be an asset to any organization he joins.

Sincerely,

CREDENCE DIGITAL MARKETING

DIRECTOR

Anuj Dagar
Director
T: +91 8800568833
E:anuj@credencedigital.com
W: www.credencedigital.com

178

211315

Dr. Vinay Thakur
Additional Director General
Bhaskaracharya National Institute for
Space Applications and Geo-informatics
Ministry of Electronics & Information Technology
Government of India

BISAG-N
MeitY

डॉ. विनय ठाकुर
अतिरिक्त महानिदेशक
भास्कराचार्य राष्ट्रीय अंतरिक्ष उपयोग
एवं भू-सूचना विज्ञान संस्थान
इलेक्ट्रॉनिकी और सूचना प्रौद्योगिकी मंत्रालय,
भारत सरकार

Date: 26th July 2024
BISAG-N/HR/26(07)/2024

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Aniket Rawat** s/o Mr. Satender Singh Rawat, has successfully undergone internship in Bhaskaracharya National Institute for Space Applications and Geo-informatics (BISAG-N) w.e.f. 17.06.2024 to 26.07.2024.

During his internship he worked on various projects of e-Governance. During the internship we have found him very sincere and hardworking. I wish him success in all his future endeavors.

(Vinay Thakur)

Dr. VINAY THAKUR
Additional Director General (ADG)
Bhaskaracharya National Institute for Space
Applications and Geo-informatics (BISAG-N)
Ministry of Electronics & Information Technology (MeitY)
Government of India

179

211316

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY UNA
HIMACHAL PRADESH
An Institute of National Importance under MoE
Saloh, Una – 177 209

Website: www.iiitu.ac.in

MRITYUNJAY SINGH
ASSISTANT PROFESSOR (SoC)

29, Jul.'24

TO WHOM IT MAY CONCERN

This is to certify that **MS. ASHIKA MINHAS**, B. Tech (III year) from **JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT (SOLAN) HIMACHAL PRADESH** has successfully completed her summer internship from **June 13 to July 29, 2024** under my supervision. She has done internship on the topic **"Enhancing Video Quality using Machine Learning and Generative AI"**. She has gained knowledge of Video Data Analysis, Machine Learning and Generative AI. During this period, she worked dedicatedly on various Machine Learning and Generative AI models using python.

I wish her a grand success in future endeavors.

29/07/24

(MRITYUNJAY SINGH)
SUPERVISOR

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY UNA

180

211317

Daakia
Bridging Distances

12th August 2024

To,
Mr. Mayank Kumar
CSE Branch, Roll no. 211317
Jaypee University of Information Technology
Solan, Himachal Pradesh

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Mayank Kumar, a fourth-year CSE undergrad student of Jaypee University of Information Technology, Solan, Himachal Pradesh, has successfully completed his internship at our firm from 24th June 2024 till 10th August 2024 (8 weeks) as an intern in web development. His performance during the internship period as evaluated by his mentor was found to be good and met the expectations of the company.

Mayank learned the aspects of full stack development and worked on 'Designing & Developing the CSS components for our collaboration product". As part of the project, he understood how the HTML/CSS, and backend development helps in creating the components to make a complete product, in guidance from his mentor.

Mayank is a self-motivated, hard worker and always looking to learn new skills. We wish him the best in all his future endeavors.

Sincerely,

Animesh Kumar
Founder & CEO

Corp. Office: Daakia Private Limited, Diwakar Bhavan, 2nd Floor, No. 2 Residency Road, Bangalore, Karnataka – 560025
Regd. Office: B18/8, Karunamoyee Housing Estate, Sector II, Salt Lake, North 24 Parganas, Kolkata - 700091
Website: www.daakia.co.in Email: info@daakia.co.in
Contact #: +91-80-43364233 / +91-9019537499

181

2 11318

Little Pea

K12 HERBS OPC PVT LTD
Plot No 9 Phase 1 HSIIDC Kundli Sonipat Haryana
7838389918

ritika@littlepea.in

July 30, 2024

To Whomsoever It May Concern,

This is to certify that Arnav Chhokra has successfully completed an internship at Little Pea from 10th June 2024 to 26th July 2024.

During this period, Arnav displayed exceptional skills in Shopify and WordPress development. His ability to quickly grasp new concepts, coupled with his innovative approach to problem-solving, significantly contributed to the success of several key projects. Arnav consistently demonstrated a strong work ethic, attention to detail, and a collaborative spirit, making him an invaluable member of our team.

We wish Arnav all the best in his future endeavors and are confident that he will excel in all his future professional pursuits.

Best regards,

Ritika

RITIKA CHHOKRA

CEO & Founder

K12 HERBS OPC PVT LTD

2113119

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Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

Certificate of Training

Certificate

No. Infowiz/KW2024/6007

This is certified that Mr./Ms. Shobhit Gupta S/D/o. Sh. Sanjay Kumar

of Jaypee University has successfully undergone Training Course React Js

From June 2024 to July. During the tenure of the above course, we found him/her

a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

182

183

211320

INFONET SOLUTIONS

SCO-21, Opp Motia Homes, Ambala-Chandigarh Highway, Zirakpur-140603
Mob - 92162-95795 Email Id - vishal@infonetsolutions.org

Dated: 13-08-2024

INTERNSHIP CERTIFICATE

To Whom It May Concern

This is to certify that Purva Goyal has successfully completed an internship at Infonet Solutions as a Backend Development Intern from 10-06-2024 to 30-07-2024.

She demonstrated a high level of dedication, skill, and professionalism throughout the internship. Her contributions were valuable to our team, and she has shown great potential.

We wish her all the best in her future endeavors.

Sincerely,

INFONET SOLUTIONS Auth. Signatory

13/08/2024

HR Manager
Infonet Solutions

Scanned with OKEN Scanner

184

21/321

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ISO9001 CERTIFIED

Employee ID: - 7950

Dated: - 09/08/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Himanshu Sharma** S/O **Ajay Sharma** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Data Science** at INFOWIZ Software Solutions Chandigarh from **25th June, 2024** to **09th August, 2024**.

During the tenure, we found him a hardworking and innovative individual.

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH

Kamal Jot Kansal
Director
INFOWIZ

Here the future begins.....

Authenticity Barcode

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Sector - 34 A, **CHANDIGARH**
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Mobile: 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

185

211322

karix
connect • interact

August 22, 2024

Mr. Om Vishal,
S/o Ajit Kumar Singh,
Belahi Nil Kanth,
Sitamarhi, Belahi,
Bihar – 843311.

Subject: Certificate of Experience

This letter is to certify that Om Vishal has successfully completed his internship programfor 06 weeks with our organization as "Intern - Technical Account Management". This internship tenure was from 17 June 2024 to 26 July 2024. The said intern was working with the Technical Account Management Department and was actively, diligently, and sincerely involved in the projects and tasks assigned. During this internship, we found the intern to be a punctual and hardworking person.

For Tanla Platforms Limited,

Authorized Signatory
Sumita Shankar Garg
Senior Director – Human Resources

Karix Mobile Private Limited
(Formerly known as Tanla Corporation Private Limited)
Registered office address: Tanla Technology Centre, Hi Tech City Road, Madhapur, Hyderabad, Telangana, India 500081
India CIN: U70100TG1998PTC054627
www.karix.com info@karix.com +91 40 4009 9999

...are the fields marked with asterisk (*) have to be provided mandatorily.

186

भारतीय प्रौद्योगिकी संस्थान रोपड़
INDIAN INSTITUTE OF TECHNOLOGY ROPAR
नंगल मार्ग, रूपनगर,पंजाब -140001 / Nangal Road, Rupnagar, Punjab-140001
दूरभाष/Tele: +91-1881-242107, फैक्स/Fax: +91-1881-223395

211323

Dated: 24 July 2024

To whom it may concern

This is to certify that Ms. PRERNA KEWAT, roll no. 211323, 3rd Year B.Tech. student of JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY has done her internship at IIT Ropar from June 9, 2024 to July 24, 2024. During this period she has worked on *Detecting Chicken Distress using Audio Sensors and Machine Learning Algorithms* under the supervision of Dr Neeraj Goel, Assistant Professor, Department of Computer Science and Engineering, IIT Ropar.

I wish him all the best for his future endeavors.

Neeraj Goel

Dr. Neeraj Goel, Assistant Professor,
Department of Computer Science & Engg
IIT Ropar.
Email id: neeraj@iitrpr.ac.in
Phone no: +91.9818562842

187

21/325

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Inspire the Next

Hitachi Vantara India Private Limited

REGISTERED ADDRESS

Units 6A & 7, 12th Floor, Eros Corporate Tower,

Nehru Place,

New Delhi-110019

INTERNSHIP CERTIFICATE

20-Aug-2024

This is to certify that **Mr. Aditya Bansal** from **Jaypee University of Information Technology** has served as an Intern with us from **01-Jun-24** till **31-Jul-24** in the Consulting Division of Hitachi Vantara India Private Limited. He was based out of our **Bangalore** office.

Aditya has successfully completed his internship.

During his internship, **Aditya** contributed to multiple work streams and completed the following deliverables:

- Aditya has successfully learned Pentaho CTools, demonstrating a strong ability to acquire new technical skills.
- He has shown good proficiency in frontend development, particularly in JavaScript, CSS, and HTML, contributing effectively to the team's projects in these areas.

We wish him the best in the pursuit of his career.

Regards,

Sourav Prakash Mohapatra
Senior Director, Human Resources

188

211326

RNVP TECHNOLOGY PRIVATE LIMITED

IFunding.com

Date: 31st July 2024

INTERNSHIP CERTIFICATE

On behalf of RNVP Technology Pvt. Ltd. we would like to confirm that **Aditi Pandey** from Jaypee University of Information Technology (JUIT), was working as a Full Stack Intern at our organization in NOIDA.

The duration of the internship has been from 3rd June 2024 to 31st July 2024. She was sincere and result oriented in performing her duties and responsibilities.

Sincerely,

Vaibhav Pandey

Director

RNVP TECHNLOGY PRIVATE LTD.

211327

bluerickshaw

BLUE RICKSHAW PRIVATE LIMITED

CERTIFICATE

OF INTERNSHIP

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Prakhar Varshney

We are happy to certify that Mr. Prakhar Varshney has completed his Home Internship as a "Front End Developer" from 10th June to 20th July, 2024.
We appreciate his work and contributions.

Sincerely yours

Akshay Wadhwa
Founder & CEO

1809

21/33)

21/ 08/ 2024

Digital Bhem

WE MAKE WEBSITES THAT MAKE MONEY

CERTIFICATE

OF COMPLETION

WE ARE PROUDLY PRESENT THIS TO

Priyal Maheshwari

Successfully completed **6-Week Data Science internship** from July 01,2024 to August 15,2024 with exceptional performance at **DIGITAL BHEM**

190

Digital Bhem
Founder & CEO

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211337

THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

Thapar Summer School on Machine Learning and Deep Learning – 2024 Six Weeks Training Program

10th June – 19th July 2024

Certificate of Participation

This is to certify that

Tanmay Tomar

has successfully participated in the Thapar Summer School on Machine Learning and Deep Learning 2024 – A Six Weeks Training Program.

Organised by

Computer Science and Engineering Department

Thapar Institute of Engineering and Technology, Patiala, Punjab.

TANMAY

Dr. Shalini Batra	Dr. Anjula Mehto	Dr. Saif Nalband	Dr. Suresh Raikwar	Dr. P S Rana
HEAD, CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET

191

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Certificate of Training

Certificate

No. Infowiz/GW2024/5714

This is certified that Mr./Ms. Ujjwal Minhas S/D/o. Sh. Balbir Chand

of JUIT, Solan has successfully undergone Training Course AI & ML

From 08 June 2024 to 25 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

192

193

211339

INDIAN INSTITUTE OF TECHNOLOGY ROPAR
Main Campus, Rupnagar- 140001, Punjab, India
Dr. Prabir Sarkar, Associate Professor
Department of Mechanical Engineering
Phone: +91 1881242151 (office)
E-mail: prabir@iitrpr.ac.in ; prabirsarkar@gmail.com
Web: http://www.iitrpr.ac.in/smmee/prabir and http://www.prabirsarkar.com

July 25, 2024

To whom so ever it may concern

This is to state that Mr. Ansh Mehrotra, a B.Tech CSE 3rd year student of Jaypee University of Information Technology, Solan, Himachal Pradesh has completed a research internship at the Design Research lab of IIT Ropar from 7th June, 2024 to 25th July, 2024.

He worked on improving a Website on agriculture technology and automation.

During his tenure, we found him active and competent in executing the assigned tasks.

With regards,

Dr. Prabir Sarkar
Associate Professor
Department of Mechanical Engineering
Room 328, Indian Institute of Technology, Ropar
Main Campus, Satish Dhawan Block, Birla Farms,
Rupnagar-140001, Punjab, India
Web: http://www.iitrpr.ac.in/smmee/prabir
Email: prabir@iitrpr.ac.in ; prabirsarkar@gmail.com
Phone: +91 1881 23 2368 (office)

Ansh

194

211340

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Employee ID: - 8097

Dated: - 29-07-2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Akshara Gupta** D/O **Rajesh Gupta** student of **Jaypee University of Information and Technology.** She has successfully completed her **Internship in Data Science** at INFOWIZ Software Solutions Chandigarh from **10th June, 2024** to **29th July, 2024.**

During the tenure, we found her a hardworking and innovative individual.

Kamal Jot Kansal
Director
INFOWIZ

Akshara.

Here the future begins.....

Authenticity Barcode

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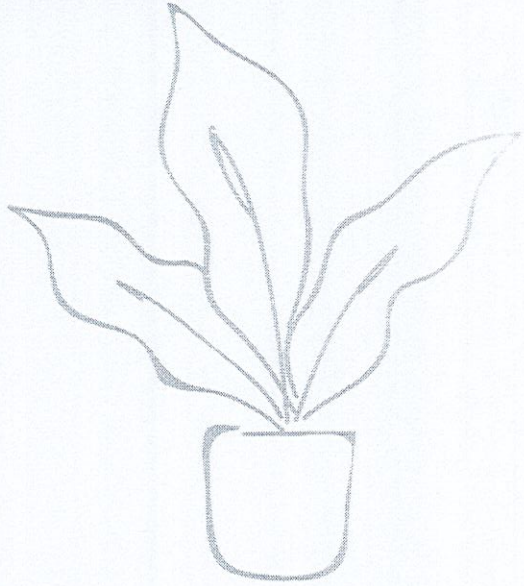
www.prepinstaprime.com
hr@prepinstaprime.com

INTERNSHIP CERTIFICATE

This is to certify that Mr. Prakhar Varshney was employed at PrepInsta as a Web Development Intern from **30th May, 2024 to 30th July, 2024.**

During her tenure, Prakhar demonstrated a strong commitment to learning and contributed significantly to our Development Team. He played a vital role in strategizing and building front-end pages for the users. His dedication, creativity, and enthusiasm was commendable.

We wish you best of luck for future.



Manish Agarwal
Co-Founder & COO, PrepInsta

195

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211343

भारत सरकार
अंतरिक्ष विभाग
भारतीय अंतरिक्ष अनुसंधान संगठन
राष्ट्रीय सुदूर संवेदन केंद्र
क्षेत्रीय सुदूर संवेदन केंद्र- दक्षिण
आईसाईट परिसर, मारतहल्ली आउटर रिंग रोड़
बेंगलूरु-560 037, **भारत**
दूरभाष : 080–61456022, **फैक्स** : 080-61456025

Government of India
Department of Space
Indian Space Research Organisation
National Remote Sensing Centre
Regional Remote Sensing Centre- South
ISITE Campus, Marathahalli Outer Ring Road
Bengaluru- 560 037, **India**
Phone: 080-61456022, **Fax**: 080-61456025

RC:BG: 13:3 **September 12, 2024**

CERTIFICATE

This is to certify that **Ms. Shambhavi Singh (Reg. no. 211343)** has satisfactorily completed the internship project work entitled **"Maize Yield Prediction via Advanced Image Analysis – A Deep Learning Approach"** at Regional Remote Sensing Centre – South, NRSC, ISRO, Bengaluru during the period June to September 2024 in partial fulfillment of the requirements for the award of B. Tech. (Computer Science & Engineering) at **Jaypee University of Information Technology, Waknaghat, Solan, H.P** under the guidance and supervision of the undersigned.

Guided by

P V Vinod
Scientist/Engineer - SE
RRSC-South, NRSC/ISRO
Bengaluru

12/9/2024

Ramachandra Hebbar
General Manager & Scientist - G
RRSC-South, NRSC/ISRO
Bengaluru

211346

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Certificate of Training

Certificate

No Infowiz/GW2024/5707

This is certified that Mr./Ms. Divyanshu Pandey S/D/o. Sh. Rawan Pandey

of JUIT, Solan has successfully undergone Training Course AI&ML

From 08 June 2024 to 25 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

197

198 211347

JIL INFORMATION TECHNOLOGY LIMITED

An ISO 9001 : 2015 & ISO 27001 : 2022 Company
CMMI-DEV V2.0

Date: 05.08.2024

CERTIFICATE

This is to certify that Sh. Vishal Chettri has undergone for internship in our organization from 10.06.2024 to 27.07.2024. During this period, he worked on front end and back end web development.

We found him very sincere and dedicated towards the assignments.

We wish him all the best for his future endeavors.

Yours faithfully,

For JIL INFORMATION TECHNOLOGY LTD.

(Authorised Signatory)

JILIT

Regd. Office : 54, Basant Lok, Vasant Vihar, New Delhi - 110057 (India)
Head Office : 64/4, Site IV, Sahibabad Industrial Area, Distt. Ghaziabad-201010 (India)
Phone : +91(120) 4963100, 4964100 E-mail : sales.info@jilit.co.in
Website : www.jilit.co.in **CIN** : U62099DL2000PLC120604

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Certificate of Training

Certificate

No. Infowiz/GN2024/5706

This is certified that Mr./Ms. Rishav S/D/o. Sh. Rajesh Singh

of JUIT, Solan has successfully undergone Training Course AI & ML

From 08 June 2024 to 24 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

211351

200

211353

THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

Thapar Summer School on
Machine Learning and Deep Learning – 2024
Six Weeks Training Program

10th June – 19th July 2024

Certificate of Participation

This is to certify that

Daksh Sharma

has successfully participated in the Thapar Summer School on Machine Learning and Deep Learning 2024 – A Six Weeks Training Program.

Organised by
Computer Science and Engineering Department
Thapar Institute of Engineering and Technology, Patiala, Punjab.

Dr. Shalini Batra	Dr. Anjula Mehto	Dr. Saif Nalband	Dr. Suresh Raikwar	Dr. P S Rana
HEAD, CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET

204

202 211354

Indian Institute of Technology Mandi
Kamand, Himachal Pradesh - 175075

भारतीय प्रौद्योगिकी संस्थान मण्डी
कमांद, हिमाचल प्रदेश - 175075

No:IITMandi/CAIR/Intern/2024/134 Dated: 25.07.2024

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Shivansh Katoch,** student of Jaypee University of Information and Technology, Solan, Himachal Pradesh, has successfully completed his/her Internship from **10th June 2024 to 25th July 2024** under the guidance of Dr. Amit Shukla.

During the period of Internship with us he/she was found punctual, hardworking and Inquisitive.

We wish him/her all the best for his/her future endeavors.

INDIAN INSTITUTE OF TECHNOLOGY * MANDI (H.P.)-175075

Dr. Amit Shukla
Chairperson
Centre for AI & Robotics
IIT Mandi (H.P.)

23/08/24

Centre for Artificial Intelligence & Robotics
Indian Institute of Technology Mandi (H.P.) INDIA - 175005
Ph: 01905-267791 Email: cairoffice@iitmandi.ac.in Website: www.iitmandi.ac.in

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राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136 119 (HARYANA) INDIA

PBX No. 01744-233100, 233200
Gram : NITKU FAX : 01744-238050

Ref. No. 24/Intern/3 Dated 27/08/24

TO WHOM IT MAY CONCERN

This is to inform that Ms. Nandini Saini a student of B Tech Computer Science and Engineering Dept. from Jaypee University of Information Technology, Waknaghat, Solan, India has successfully completed on campus internship at National Institute of Technology Kurukshetra in the Computer Engineering Department from 21 June, 2024 to 1 August, 2024

She has worked on the Project titled "Constant-Q Cepstral Coefficients and LSTM Classifiers for Audio Spoof Detection" under the supervision and guidance of Dr. Mohit Dua, During the internship, she has gained several learnings and developed considerable skills. Besides showing high comprehension capacity, managing assignments with the utmost expertise, and exhibiting maximal efficiency, she has also maintained an outstanding professional demeanour and showcased excellent moral character throughout the internship period.

I hereby certify her overall work as satisfactory to the best of my knowledge.

Wishing her the best of luck in her future endeavors.

Regards

27/08/24

Dr. Mohit Dua
Assistant Professor
National Institute of Technology, Kurukshetra, India
E-mail: er.mohitdua@nitkkr.ac.in
Web: https://nitkkr.ac.in/author/mohit-dua/
Phone: +91-9466588448

Department of Computer Engineering
National Institute of Technology
KURUKSHETRA-136119

211360

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CERTIFICATE
OF COMPLETION

This Certificate is Awarded to

Aayush Gupta

For completing a three-month internship program

Sofy & Natalia

Sofy D.A. & Natalia J.A.
Internship Coordinator

OVER 20 YEARS OF INNOVATION

Daniel

Daniel S.A.
Training Director

Issuing Date : August 20th, 2024
Certificate ID: GAO-GUPTA-AAY-20242505-SIE
www.gaotek.com

204

205 211361

Culinda

CERTIFICATE OF INTERNSHIP

Date: 13-08-2024

Mr.Rohan Kaushik
College: Jaypee University of Information Technology
Branch: CSE

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr.Rohan Kaushik has successfully completed his internship with our organization as a Cyber Security Intern from 10-06-2024 to 27-07-2024. This internship undergone in hybrid mode.

During his tenure with us, we found him to be diligent and hard working. We wish him all the best in his future endeavors.

Authorized Signatory

D.Srinivas
HR Manager

Culinda India Private Limited

Plot No: 4/2, Sector 1, 4th Floor, RAM SVR,
HUDA Techno Enclave, Madhapur, Hyderabad 500034.

hr@culinda.com | www.culinda.io

2 11 362

THAPAR INSTITUTE
OF ENGINEERING & TECHNOLOGY
(Deemed to be University)

Thapar Summer School on Machine Learning and Deep Learning – 2024 Six Weeks Training Program

10th June – 19th July 2024

Certificate of Participation

This is to certify that

Cragan Deep

has successfully participated in the Thapar Summer School on Machine Learning and Deep Learning 2024 – A Six Weeks Training Program.

Organised by

Computer Science and Engineering Department

Thapar Institute of Engineering and Technology, Patiala, Punjab.

Dr. Shalini Batra	Dr. Anjula Mehto	Dr. Saif Nalband	Dr. Suresh Raikwar	Dr. P S Rana
HEAD, CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET	CSED, TIET

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CERTIFICATE OF INTERNSHIP COMPLETION

PRESENTED TO

Saksham Rana

has successfully completed Mentorship Program on Web Development from Teachnook. During this internship, The student has been found to be a keen and enthusiastic candidate.

Certificate ID : TNK2404-063129
Duration : 01/06/2024 - 31/07/2024

Academic Head

SR.HR Manager

Web Development

Verified Certificate

A Verified Certificate from Teachnook can provide a proof for a student or other institution, an employer or other institution, that you have successfully completed an online project.

2024

208

eSec Forte®

26th July' 2024

To Whomsoever It May Concern

This is to certify that **Miss. Vanshi Goyal** has successfully completed her internship from **10th June' 2024** to **25th July' 2024** in our organization **eSec Forte Technologies Pvt. Ltd** from Gurgaon location.

She has been working on the areas of **Web Intern** while being associated with **eSec Forte Technologies Pvt. Ltd.**

During the period of internship with us, she is found to be punctual & hardworking. She is a proactive team member and has proved to be an asset among the team.

We wish her luck for all her future endeavours.

For eSec Forte Technologies Pvt. ltd

eSec Forte Technologies Pvt. Ltd. New Delhi

Sachin Kumar
Director

eSec Forte® Technologies P. Ltd.

Registered Office: A-2/10, A-2 Block, Rohini Sector- 5, New Delhi – 110085

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21/365

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Employee ID: - 6422

Dated: - 29/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Shivam Thakur** S/O **Narotam Singh Thakur** student of **Jaypee University of Information and Technology**. He has successfully completed his **Internship in Data Science** at INFOWIZ Software Solutions Chandigarh from **10th June, 2024** to **29th July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

Kamal Jot Kansal
Director
INFOWIZ

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Certificate of Training

911366

Certificate

No. ~~Infowiz/6w2024/~~6264

This is certified that Mr./Ms. Siddhanth Suhag S/D/o. Sh. Sanjay Suhag

of JUIT, Solan has successfully undergone Training Course Web development

From 10 June 2024 to 26 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

910

211 211368

Email: ibesttechnologies108@gmail.com
Website: www.ibestbhutan.com | www.ibesttechnologies.com
Phone No.: 17505657 | 17718721
Address: Zamdo Lam, Changzamtok, Thimphu
iBEST Technologies @ibest_technologies

iBEST/TECHNOLOGIES/2024/038

19th August 2024

TO WHOMSOEVER IT MAY CONCERN

Subject: Internship completion letter

This is to certify that Mr. Tandin Gyeltshen of Jaypee University of Information Technology (JUIT), bearing student ID 211368 has successfully completed his internship programme at iBEST TECHNOLOGIES from 14th June till 31st July 2024. During the internship he was tasked with designing and developing website for iBEST INSTITUTE. In the due course of developing a website he was introduced to software development life cycle. He was also introduced to Amazon Web Services. Internship supervisor helped him understand how a software is hosted in a production environment. Also, he was briefly introduced to Docker.

All in all, we found him to be dedicated and enthusiastic to learn new concepts. We wish him all the best for his future endeavours.

Sonam Tobgay
Director of Technology
iBEST TECHNOLOGIES

211369

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Certificate of Training

Certificate

No. Infowiz/GW2024/5771

This is certified that Mr./Ms. Vishesh Jaiswal S/D/o. Sh. Sanjay Jaiswal

of JUIT, Solan has successfully undergone Training Course Web development

From 14 June 2024 to 31 July 2024. During the tenure of the above course, we found him/her

innovative individual.

We wish him/her a very bright and prosperous future.

Vishesh
22/09/24

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 99231 01885 Bathinda : 0164 5007088, 90235 00888, 90236 00888

212

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Certificate of Training

Certificate

No. ~~Infowiz~~/6W2024/6167

This is certified that Mr./Ms. Pranav Thakur S/D/o. Sh. Anil verma

of JUIT, Solan has successfully undergone Training Course Web development

From June, 2024 to July, 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

22.Aug.24

Technical Head

Managing Director

Chandigarh : ~~0172~~ 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

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214

CERTIFICATE OF INTERNSHIP COMPLETION

PRESENTED TO

Aarush Thakur

has successfully completed Mentorship Program on Cyber Security from Btech Walleh, in association with Teachnook. During this internship. The student has been found to be a keen and enthusiastic candidate.

Academic Head

SR.HR Manager

Certificate ID : TNK2404-074680
Duration : 01/07/2024 - 30/08/2024

Cyber Security

Verified Certificate

A Verified Certificate from Teachnook can provide a proof for a student or other institution, an employer or other institution, that you have successfully completed an internship.

211371

215

211372

Svar

Smart Solutions

INTERNSHIP CERTIFICATE

This is to certify that **Ms. Vidushi** has successfully completed a 45-day part-time internship at Svar Smart Solutions Pvt Ltd, for the period **9 June 2024** to **24 July 2024**.

During the internship, she has been working as an **Intern – Frontend Developer** with senior management on Web Development projects.

We have found her to be hard-working with exceptional research and technical skills, and we wish her the best for her career ahead.

Ujjwal Mathur

Founder & Director

Dated: 24 July 2024

Vidushi

Svar Smart Solutions Pvt Ltd
CIN: U62091DL2024PTC427167

Ground Floor, FIEE Complex, A-19,
Block A, Okhla Phase II, Okhla
Industrial Estate, New Delhi, Delhi,
India, 110020

ujjwal@svar.in
www.svar.in

216

211374

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ISO9001 CERTIFIED

Employee ID: - 4763

Dated: - 29/07/2024

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Sarthak Rawat** S/O **B.S. Rawat** student of **Jaypee University**. He has successfully completed his Internship in **Web Development** at INFOWIZ Software Solutions Chandigarh from **10th June, 2024** to **25th July, 2024**.

During the tenure, we found him a hardworking and innovative individual.

INFOWIZ
S.C.O. 118-120, Sector 34-A, CHANDIGARH
0172-4567888, 98885-00888, 98886-00888

Kamal Jot Kansal
Director
INFOWIZ

Rawat
22/8/24

Here the future begins.....

Authenticity Barcode

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Mobile : 090234-00888
Web : www.infowiz.co.in
Email : info@infowiz.co.in

217 211375

Indian Institute of Technology Mandi
Kamand, Himachal Pradesh - 175075

भारतीय प्रौद्योगिकी संस्थान मण्डी
कमांद, हिमाचल प्रदेश - 175075

No:IITMandi/CAIR/Intern/2024/133 Dated: 25.07.2024

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Saksham Verma,** student of Jaypee University of Information and Technology, Solan, Himachal Pradesh, has successfully completed his/her Internship from **17th June 2024 to 25th July 2024** under the guidance of Dr. Amit Shukla.

During the period of Internship with us he/she was found punctual, hardworking and Inquisitive.

We wish him/her all the best for his/her future endeavors.

Dr. Amit Shukla
Chairperson
Centre for AI & Robotics
IIT Mandi (H.P.)

22/08/24

Centre for Artificial Intelligence & Robotics
Indian Institute of Technology Mandi (H.P.) INDIA - 175005
Ph: 01905-267791 Email: cairoffice@iitmandi.ac.in Website: www.iitmandi.ac.in

218 211377

+91 73035 12500 www.nishtyainfotech.com contact@nishtyainfotech.com

NISHTYA INFOTECH PVT. LTD
379, Vardhman Grand Plaza, Plot No.7,
Manglam Place, Sector-3, Rohini
New Delhi- 110085
CIN No: U72900DL2020PTC369688

Ref: MC/ Jul/Int31130700/2024
Date: 05 Aug 2024

INTERNSHIP COMPLETION LETTER

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **"Vivek Kataria"** has completed the **Software Development** Internship Domain under the supervision of **"Gaurav Garg"** with Jobaaj.com (Wholly owned brand of Nishtya Infotech Private Limited) from 21 Jun 2024 to 05 Aug 2024.

During his internship, he was exposed to various Website Developement related activities and assignments.

We found him extremely inquisitive and hard-working. He was very interested in learning the functions of our core divisions and willing to put his best efforts into the depth of the subject to understand it better.

His association with us was very fruitful and we wish him all the best in his future endeavors.

NISHTYA INFOTECH PRIVATE LIMITED

Bhawna Agrawal
Authorized Signatory HR Head Nishtya Infotech Pvt. Ltd.

Vivek Kataria

219

211378

TagTaste Foods Private Limited
77, Pocket B/7, Sector 4, Rohini, Delhi, INDIA. PIN: 110085
CIN: U74999DL2016PTC307490 | **Udyam Regd. No.:** UDYAM-UP-28-0015719
GST: 09AAFCT9758A1Z1 | **PAN:** AAFCT9758A
www.tagtaste.com . contact@tagtaste.com

Tagtaste®

To whomsoever it may concern

This is to certify that **Nayan Puri** has completed his internship as a **Tech Research Intern at TagTaste Foods Pvt. Ltd. from 11th June 2024 to 31st July 2024**. We commend him for his exceptional performance, which was marked by his dedication, creativity, and analytical skills, all of which were instrumental in the successful completion of his tasks.

The project, **TagTaste Learning**, was about developing a design document for a new module on online education for the TagTaste platform. It included researching the existing MOOC concepts and players, understanding the TagTaste community and existing process of TagTaste learning, and then providing a design on how TagTaste can develop an online platform to suit its business objectives.

Nayan has demonstrated exceptional problem-solving skills and attention to detail throughout the internship. He meticulously planned and executed each stage of the project, ensuring that the analytics provided were accurate, actionable, and aligned with the platform's needs.

Furthermore, throughout his internship, Nayan exhibited exceptional communication and collaboration skills. He actively sought feedback, incorporated suggestions with a positive attitude, and effectively communicated progress updates and challenges encountered.

We are happy with his contributions and wish him continued success in his future endeavors.

TAGTASTE FOODS PRIVATE LIMITED

Arun Tangri
Co-founder & COO
TagTaste Foods Pvt. Ltd

22/09/2024

220 211380

TagTaste Foods Private Limited
77, Pocket B/7, Sector 4, Rohini, Delhi, INDIA. PIN: 110085
CIN: U74999DL2016PTC307490 | **Udyam Regd. No.:** UDYAM-UP-28-0015719
GST: 09AAFCT9758A1Z1 | **PAN:** AAFCT9758A
www.tagtaste.com . contact@tagtaste.com

Tagtaste®

To whomsoever it may concern

This is to certify that **Pratham Thakur** has completed his internship as a **Tech Research Intern at TagTaste Foods Pvt. Ltd. from 11th June 2024 to 31st July 2024**. We commend him for his exceptional performance, which was marked by his dedication, creativity, and analytical skills, all of which were instrumental in the successful completion of his tasks.

The project, **TagTaste Learning**, was about developing a design document for a new module on online education for the TagTaste platform. It included researching the existing MOOC concepts and players, understanding the TagTaste community and existing process of TagTaste learning, and then providing a design on how TagTaste can develop an online platform to suit its business objectives.

Pratham has demonstrated exceptional problem-solving skills and attention to detail throughout the internship. He meticulously planned and executed each stage of the project, ensuring that the analytics provided were accurate, actionable, and aligned with the platform's needs.

Furthermore, throughout his internship, Pratham exhibited exceptional communication and collaboration skills. He actively sought feedback, incorporated suggestions with a positive attitude, and effectively communicated progress updates and challenges encountered.

We are happy with his contributions and wish him continued success in his future endeavors.

TAGTASTE FOODS PRIVATE LIMITED

Arun Tangri
Co-founder & COO
TagTaste Foods Pvt. Ltd

22/8/24

Summer Internship ECE

25th July 2024

Deepanshu
71A, Near Lal Mandir,
Triveni Nagar Naini,
Allahabad (UP), 211010

SUB: INTERNSHIP COMPLETION LETTER

This is to confirm that **Mr. Deepanshu** has successfully completed his internship at **Exicom Tele-Systems Limited** from **11th June 2024 to 25th July 2024**.

During his internship, he was exposed to the various activities in **Operation Department**. We found him sincere & hard working during the internship program and he has shown keen interest in learning.

We wish him all the best for future endeavors.

Thanks & regards,

For Exicom Tele-Systems

EXICOM TELE-SYSTEMS LIMITED Human Resources

Authorized Signatory
Human Resources

MITSUBISHI ELECTRIC
Changes for the Better

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Ground Floor, Plot No-517, Udyog Vihar, Phase-III, Gurugram-122022

Certificate

This is to certify that

Abhishek Kumar

of

Jaypee University of Information Technology

has successfully Completing the Summer Internship in

FX5u PLC, IQR PLC & got 2000

Offered from 11th June 2024 to 31st July 2024

Issue Date: 26th August 2024

Himanshi Bhardwaj
(Co-Ordinator)

Manoj Gupta
(Assistant General Manager)

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Factory Automation Engineering Center

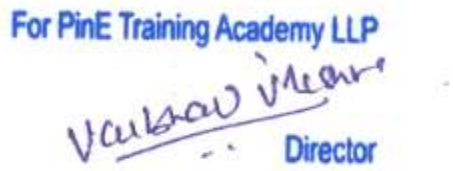
Reference Number: PinE/PD_12/2023_2024/0004

Certificate of Completion

This letter serves to certify that **Ms. Adrita Kar** has successfully completed the training and internship in "Physical Design" at PinE Training Academy LLP from June 2024 to July 2024. Adrita performance during this tenure was exceptional, demonstrating a deep understanding of all course modules. PinE Training Academy wishes to extend its congratulations to Adrita on her notable accomplishment and offers best wishes for her future endeavors.

Regards

Vaibhav Mishra



Authorized Signature

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Changes for the Better

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Ground Floor, Plot No-517, Udyog Vihar, Phase-III, Gurugram-122022

Certificate

This is to certify that

Alisha Siddiqui

of

Jaypee University of Information Technology

has successfully Completing the Summer Internship in

FX5u PLC, IQR PLC & got 2000

Offered from 11th June 2024 to 31st July 2024

Issue Date: 26th August 2024

Himanshi Bhardwaj
(Co-Ordinator)

Manoj Gupta
(Assistant General Manager)

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Factory Automation Engineering Center

SIEMENS

Name : Rajani Sheregar
Department : GBS STS H2R
Telephone : +91 (22) 39677755
Fax : +91 (22) 39677277
E-mail : rajani.sheregar@siemens.com

Your letter of :
Our reference : WR/HR/RS
Date : 31st July 2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Aneesh Tiku has completed his internship at Siemens Ltd from 15th June 2024 to 27th July 2024 with our SI EP Division. He has been guided by Mr. Ameya Oak.

He has shown good commitment to the assigned work and has displayed keen interest in learning new concepts. He has contributed ardently to the assigned activities throughout his training with us.

We are pleased with tche performance of Mr. Aneesh Tiku during his training with us and trust that he willdisplay similar level of commitment and enthusiasm in all his future endeavors.

We wish him all the Very Best.

SIEMENS LTD

Pramod Nair
Manager - Hire to Retire

25th July 2024

Ayush Khachi
Vill. Dethal, P.O. & Teh. Kumarsain,
Distt. Shimla, Dethal (100),
Shimla (HP), 172029

SUB: INTERNSHIP COMPLETION LETTER

This is to confirm that **Mr. Ayush Khachi** has successfully completed his internship at **Exicom Tele-Systems Limited** from **11th June 2024 to 25th July 2024**.

During his internship, he was exposed to the various activities in **Operation Department**. We found him sincere & hard working during the internship program and he has shown keen interest in learning.

We wish him all the best for future endeavors.

Thanks & regards,

For Exicom Tele-Systems

Authorized Signatory
Human Resources

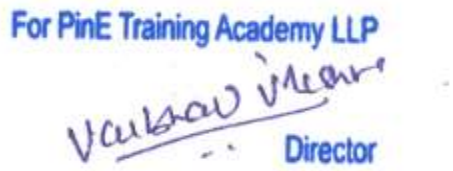
Reference Number: PinE/PD/2023_2024/0005

Certificate of Completion

This letter serves to certify that **Mr. Ayush Gupta** has successfully completed the training and internship in "Physical Design" at PinE Training Academy LLP from June 2024 to July 2024. Ayush performance during this tenure was exceptional, demonstrating a deep understanding of all course modules. PinE Training Academy wishes to extend its congratulations to Ayush on his notable accomplishment and offers best wishes for his future endeavors.

Regards

Vaibhav Mishra



Authorized Signature

INFOWIZ®

A SOFTWARE SOLUTION

H.O.: SCO 118 - 120, Sector 34 - A, **CHANDIGARH**
B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate of Training

Certificate

No: Infowiz/GW2024/6261

This is certified that Mr./Ms. Siddharth Singh S/D/o. Sh. Sanjay Singh

of JUIT, Solan has successfully undergone Training Course Web designing

From 18 June 2024 to 30 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

IFFCO-TOKIO GENERAL INSURANCE
Muskurate Raho

HRD/ST-12/CER/2024-25

09th August, 2024

To whomsoever it may concern

This is to certify that **Ms. Khushi Gupta** has undertaken a project on **"KYC Portal"** from **14th June, 2024 to 26th July, 2024** with us at IFFCO-TOKIO General Insurance Co. Ltd., at **Corporate Office.**

The project work has been satisfactory and we wish all the best in her future endeavors.

For IFFCO-TOKIO General Insurance Co. Ltd.

Pragati.

09.08.2024

Pragati Kakkar

(Vice President)

Khushi Gupta
Gupta

Uptricks

Certificate of Internship

This Certificate is Awarded to,

Sukant Kumar

For completing (Data Science) Internship
at **Uptricks Services Pvt. Ltd.** between
10th June 2024 to 9th August 2024

UPTRICKS SERVICES PVT. LTD. PUNE

Pratik Hatzade
Director

Certificate No.: UCN2406150

Date: 09/08/2024

For verification contact: info@uptricksservices.com

PAKAL DUL PROJECT

JAIPRAKASH ASSOCIATES LIMITED
Engineering Division

JAL:PKDL:PERS:ITS/1505

Dated: 26.07.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Bhoomika Kandpal, student of B.Tech. (Electronic & Computer Science) 6th semester in Jaypee University of Information Technology, Solan (H.P.), has completed her internship from 11.06.2024 to 25.07.2024 in Information Technology branch at our PDHEP Kishtwar (J&K)-182205.

During training period her performance was very good.

We wish her all the best for her bright future.

For Jaiprakash Associates Limited

(Dr. LR BHATI)
General Manager (P&A)

JAIPRAKASH ASSOCIATES LIMITED
PAKAL DUL HEP Damepackage

Project Office : Pakal Dul H.E. Project-Dam Package, V-Dharghuran, PO-Palmar, Tehsil-Dachhan, Distt. Kishtwar (J&K)
Corresp. Office : Pakal Dul H.E. Project-Dam Package, Villa No. 20 (A-3), Sector-1, Chenab Nagar, Semna Colony, Kishtwar-182206 (J&K) Ph. : +91-1995261411
Corp. & Regd. Office : Sector-128, Noida - 201 304, Uttar Pradesh (India) Ph. : +91 (120) 4609000, 2470800 Fax : +91 (120) 4609464, 4609496
Head Office : 'JA House', 63, Basant Lok, Vasant Vihar, New Delhi-110057 (India) Ph. : +91 (11) 26141540, 26147411 Fax : +91 (11) 26145389, 26145391

JAYPEE GROUP

PAKAL DUL PROJECT

JAIPRAKASH ASSOCIATES LIMITED
Engineering Division

JAL:PKDL:PERS:ITS/1506

Dated: 26.07.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Harshita Verma, student of B.Tech. (Electronic & Computer Science) 6th semester in Jaypee University of Information Technology, Solan (H.P.), has completed her internship from 11.06.2024 to 25.07.2024 in Information Technology branch at our PDHEP Kishtwar (J&K)-182205.

During training period her performance was very good.

We wish her all the best for her bright future.

For Jaiprakash Associates Limited

(Dr. LR BHATI)
General Manager (P&A)

JAIPRAKASH ASSOCIATES LIMITED
PAKAL DUL HEP Damepackage

Project Office : Pakal Dul H.E. Project-Dam Package, V-Dharghuran, PO-Palmar, Tehsil-Dachhan, Distt. Kishtwar (J&K)
Corresp. Office : Pakal Dul H.E. Project-Dam Package, Villa No. 20 (A-3), Sector-1, Chenab Nagar, Semna Colony, Kishtwar-182206 (J&K) Ph. : +91-1995261411
Corp. & Regd. Office : Sector-128, Noida - 201 304, Uttar Pradesh (India) Ph. : +91 (120) 4609000, 2470800 Fax : +91 (120) 4609464, 4609496
Head Office : 'JA House', 63, Basant Lok, Vasant Vihar, New Delhi-110057 (India) Ph. : +91 (11) 26141540, 26147411 Fax : +91 (11) 26145389, 26145391

JAYPEE GROUP

Certificate of Training

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B.O.: First Floor, Crown Tower, 100 Ft. Road, **BATHINDA**
Web.: www.infowiz.co.in E-mail : info@infowiz.co.in

CII Member of Confederation of Indian Industry | ISO 9001 CERTIFIED | 14 YEAR OF EXCELLENCE

Certificate

No. Infowiz/6W2024/5511

This is certified that Mr./Ms. Navya Sharma S/D/o. Sh. Sanjeev Sharma

of JUIT, Solan has successfully undergone Training Course Web development

From 10 June 2024 to 25 July 2024. During the tenure of the above course, we found him/her a hardworking & innovative individual.

We wish him/her a very bright and prosperous future.

Technical Head

Managing Director

Chandigarh : 0172 4567888, 98761 13887, 90231 00888 Bathinda : 0164 5007088, 90235 00888, 90236 00888

MITSUBISHI ELECTRIC
Changes for the Better

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Ground Floor, Plot No-517, Udyog Vihar, Phase-III, Gurugram-122022

Certificate

This is to certify that

Sanat Jain

of

Jaypee University of Information Technology

has successfully Completing the Summer Internship in

FX5u PLC, IQR PLC & got 2000

Offered from 11th June 2024 to 31st July 2024

Issue Date: 26th August 2024

Himanshi Bhardwaj
(Co-Ordinator)

Manoj Gupta
(Assistant General Manager)

MITSUBISHI ELECTRIC INDIA PRIVATE LIMITED
Factory Automation Engineering Center

Indian Institute of Technology Mandi
Kamand, Himachal Pradesh - 175075

भारतीय प्रौद्योगिकी संस्थान मण्डी
कमांद, हिमाचल प्रदेश - 175075

No:IITMandi/CAIR/Intern/2024/98

Dated: 25.07.2024

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Satvik,** student of Jaypee University of Information and Technology, Solan, Himachal Pradesh, has successfully completed his Internship from **14th June 2024 to 25th July 2024** under the guidance of Dr. Amit Shukla.

During the period of Internship with us he was found punctual, hardworking and Inquisitive.

We wish him/her all the best for his/her future endeavors.

Dr. Amit Shukla
Chairperson
Centre for AI & Robotics
IIT Mandi (H.P.)

WEBSETTERS

22nd July 2024

TO WHOM IT MAY CONCERN

This is to certify that **Arpan Gupta** has been associated with our organization as **Digital Marketing cum SEO Intern** for the period from **11th June 2024** to **22nd July 2024**. We found that Arpan is effective in discharging the responsibilities assigned to him. During his tenure with us for the above period, we found him honest, hardworking, and well-behaved.

We wish him success in future assignments.

HUMAN RESOURCES HR WEBSETTERS

HR

Websetters Pvt Ltd.

Scanned with OKEN Scanner

exicom

25th July 2024

UTKARSH SHARMA
HN. 114/1, Krishna Nagar,
Shimla Urban (T)
Himachal Pradesh 171001

SUB: INTERNSHIP COMPLETION LETTER

This is to confirm that **Mr. Utkarsh Sharma** has successfully completed his internship at **Exicom Tele-Systems Limited** from **11th June 2024 to 25th July 2024**.

During his internship, he was exposed to the various activities in **Operation Department**. We found him sincere & hard working during the internship program and he has shown keen interest in learning.

We wish him all the best for future endeavors.

Thanks & regards,

For Exicom Tele-Systems

EXICOM TELE-SYSTEMS LIMITED Human Resources

Authorized Signatory
Human Resources