



Dhoot Transmission Pvt. Ltd. Farola-III

Date:

To

TO,
Mr. Ashwani Kumar

Date: 17-07-2020

Sub :- Offer for the post of “ Graduate Engineer Trainee”

Dear,

With the reference to your application and the subsequent personal discussion we had with you on **30-June 2020**, We DHOOT TRANSMISSION PVT LTD . Do hereby pleased to offer you the employment for the post of “ **Graduate Engineer Trainee** ” as per terms & conditions discussed and mutually agreed during personal discussion .

1. You shall be paid wages / salary & allowances as under :- stipend of (Per Day 26 + 2 live) & overtime extra per month .

CATEGORY	PER DAY	PER DAY BUS (Facility)	STIPEND WIHTOUT CANTEEN	LEAVE & incentive	TOTAL	(26 Days+with live) In Hand
GET BE	$384.61 * 26 = 10000$	$30 * 26 = 780$	$10000 + 780 = 10780$	+770	11550	10770

2. You are required to work at our Aurangabad plant (103), or at any other place as informed to you from time to time . your services are liable to be transferred from one shift to another (with one day's notices), where the company has undertaken its work .

At the time of joining , report to HR- Department for completing the joining formalities . please bring all the original doc for verification at above mentioned factory address as well as copy of the following documents, as applicable.

- 1) Certificate in proof of age & certificate in respect of educational qualification .
- 2) Resent passport size photograph(5-copies)
- 3) Identity proof Xerox copy (driving license / election card / pass port)
- 4) Pan card & Aadhar card – copy mandatory (original for verification)
- 5) Medical fitness certificate .
- 6) Address proof Xerox copy of (electricity bill / election card / pass port / driving license/ aadhar card) Form -16 from last employer (not applicable to fresher's).

You are requested to join on or before **16-Aug-2020**. Detailed appointment latter will be issued to you immediately after your joining .

Please counter sing a copy of this letter as token of your acceptance and return the same to us.

Thanking you,
For DHOOT TRANSMISION PVT LTD
Plant no 103.chetgaon midc Aurangabad.

[Type text]



Fwd: Federal Bank Final Result

1 message

Dr. B. C. Roy Engineering College - Placement Cell <tpo.kol@bcrec.ac.in>

Wed, Jun 10, 2020 at 10:56 AM

To: NAAC Core Committee BCREC <naac@bcrec.ac.in>

Cc: TPO Durgapur <tpo.dgp@bcrec.ac.in>

placement 2020

--

Think Green. Go Paperless.

Disclaimer:

The information contained in this electronic message and in any attachments to this message is confidential, legally privileged and intended only for the person or entity to which this electronic message is addressed. If you are not the intended recipient, please notify the system manager and you are hereby notified that any distribution, copying, review, retransmission, dissemination or other use of this electronic transmission or the information contained in it is strictly prohibited. Please accordingly also note that any views or opinions presented in this email are solely those of the author and may not represent those of the College or bind the College. This message has been scanned for viruses and dangerous content by Mail Scanner, and is believed to be clean. The College accepts no liability for any damage caused by any virus transmitted by this email. www.bcrec.ac.in

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

From: **HR - TAD (Talent Acquisition)** <careers@federalbank.co.in>

Date: Thu, Mar 12, 2020 at 3:55 PM

Subject: Federal Bank Final Result

To: tpo.kol@bcrec.ac.in <tpo.kol@bcrec.ac.in>

Dear Sir,

The following candidates from your college has been issued with provisional offer letter in Officer role subject to other terms and conditions to be intimated to them separately.

Candidate Id	Name	Course	College
19951	MAHAM NAZ	MTech	Dr. B. C. Roy Engineering College, Durgapur

Warm Regards,

Vineeth Vijayan

6/22/2020

Dr. B.C Roy Engineering College, Durgapur Mail - Fwd: Federal Bank Final Result

Assistant Manager | HR Talent Acquisition & Deployment | The Federal Bank Limited | Head Office | Aluva | Ernakulam
| Kerala | 9495295747

Ph No: 0484 - 2634032, 2621720 | www.federalbank.co.in



The first choice for everyone!



Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

17th February 2020

To,
Mr. Jayant Kumar Mandal
Permanent Address: C/O Lovely Electricals
Mejhia hospital road, Chuaberia, Mejhia
Bankura, West Bengal-722143

Subject: Offer of Employment

Dear **Mr. Jayant Kumar Mandal**,

With reference to your application with us, you have successfully completed our initial selection process and we are pleased to issue you the "Employment Offer" with Kovair Software Private Limited, herein after referred as KSPL or the Company, as per the terms and conditions mentioned below.

Terms & Conditions of the employment offer:

1. Attend the Online Training prior to joining

- You are required to attend the online training program that Kovair shall conduct within the period of 12 weeks, as a prerequisite to joining the company. Schedule for the same shall be sent to your email id by Kovair HR from time to time.
- Your attendance to the online training is mandatory in order to keep your employment offer valid. In case of absence from the training, your employment offer shall be considered as invalid. This will be applicable if you abstain from attending the training classes, leading the management to conclude that it may no longer be useful / effective to run the program with you.

2. Date of Joining

Based on a successful online training, you will have to join Kovair as on 1st July 2020, Wednesday; reporting at 9 AM at Kovair Kolkata office.

3. Position and Emolument

On joining the company, you will be offered the position "Software Engineer Trainee" under band 4, which will continue throughout your entire probation period. Upon confirmation, you will be entitled as "Software Engineer" in band 5.

Since your joining from 1st July 2020 through your probation period, you will be entitled to a gross annual CTC of Rs.200,000/- p.a. (Rupees two lakhs only per annum) and based on a successful confirmation in the service, you will be entitled to a gross annual CTC of Rs.300,000/- p.a. (Rupees three lakhs only per annum).

The detailed breakup of the CTC will be given at the time of joining. The CTC is subject to taxes and other statutory deductions as applicable.

4. Probation cum Training Period

You will generally have a probation period of six months from the date of your joining.

During this period, you will be assessed based on the performance in the job.

5. Service Confirmation

At the end of the probation period and based on your successful performance only, the management will be pleased to confirm you in service with the company. Your confirmation will be notified to you in writing by the management. Please do not consider yourself to be confirmed in the service until you are notified by the management.

6. Job Responsibilities

Once the training is successfully complete, you will need to be ready to take the responsibilities of any of the departments. As per your capabilities and decision of the management, you may be put to any of the departments and the management, in consultation with you, will assign you the related task from time to time. You may be assigned additional and different tasks, based on your capabilities as decided by the management from time to time.

7. Notice of Separation

The company may have the option to terminate this employment with a 15 days' notice period while you are in the probation period or 60 days after confirmation, irrespective of any service continuity agreement. However, you may also choose to discontinue this employment while you are not under any service continuity agreement, by providing a notice of 60 days in written to the management.

The company may decide to make a payment instead of the notice period to you. Company may also, in its discretion have the option to require you to work through all (or partly) of the notice period. Any violation of the notice period from your end may result in the Company not granting a Release Certificate. These provisions shall not prevent KSPL from terminating your service without any notice, irrespective of any service continuity agreement, for non-performance or serious misconduct by you at any point of time during your service.

8. Agreements Required

You will be required to understand, sign and accept a) the appointment letter on completion of your online training, and b) the service-level agreement, and c) the confidentiality agreement at the time of your accepting the offer.

In the service level agreement, considering the expenditure that KSPL will have to incur during your training; you are required to execute a Service Level Agreement, to serve KSPL for a minimum period of 28 months from the date of acceptance of offer, and 24 months from the date of joining the company whichever is later, failing which, you will be liable to pay KSPL an amount equivalent to your 6 month's current CTC.

In the confidentiality agreement, we aim to protect the intellectual property rights and business information of KSPL and its clients.

9. Other Points to Note


- You will be governed by the Terms and Conditions of the Services, as applicable for the employees of your band in the Company and as amended from time to time.
- You will be required to accept and abide by the company policies, employee rules of conduct, and guidelines at the time of your joining and as amended from time to time.
- This offer and the subsequent appointment and your entire service, at any point of time, are effective subject to your being found medically fit by our associated medical partner.
- This offer is based on the information provided by you. In case any of the information furnished from your end is found to be invalid or if any information is found not to have been disclosed, your appointment shall be liable to termination forthwith by the Company without any notice or salary.

10. Documents Required

PTI Building, 6th Floor, DP-9, Sector-V, Salt Lake City, Kolkata – 700091 • Phone: 91-33-4065 7016/17/18/19 • E-Mail: sales@kovair.com

<http://www.kovair.com>

For KOVAIR SOFTWARE PRIVATE LIMITED



Director

In addition to the above-mentioned points, in order to accept this offer you are required to:


- Provide KSPL with a written acceptance of the offer duly signed and submitted by you in person to the HR at Kovair Kolkata office along with the following documents:
 - All relevant testimonials, as per your resume, should be brought in original for verification
 - Self-Attested photocopies of the original documents
 - Service-level agreement duly signed by you
 - Confidentiality agreement duly signed by you

You are also required to submit the following documents at the time of acceptance of the offer:

- Any document validating your residential address
- A copy of Pan card
- One passport size copy of your recent photograph
- A copy of your Aadhar card

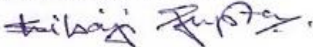
You are requested to return the attached duplicate copy of this letter duly signed as a token of your receipt and acceptance of the above terms and conditions of the offer.

Yours sincerely,
For **Kovair Software Pvt. Ltd.**

For KOVAIR SOFTWARE PRIVATE LIMITED
 Director

Shibaji Gupta- Director

PTI Building, 6th Floor, DP-9, Sector-V, Salt Lake City, Kolkata – 700091 • Phone: 91-33-4065 7016/17/18/19 • E-Mail: sales@kovair.com
<http://www.kovair.com>

For KOVAIR SOFTWARE PRIVATE LIMITED
 Director

Date: 19.06.2020

Ref. No.: AESPL/OFFER/2019-20/0027

To,
Mr. Yogesh Kumar Pandey
Vill. Gamtaria, Dist. Giridih,
PO Badhiyabad
Jharkhand-815316
Mob:7718613184
Email: yogesh.pandey563@gmail.com

SUBJECT: Offer letter as a "Trainee Sales Engineer"

Dear Yogesh,

We are hereby informing you with a great pleasure that based on interview with us we the team of M/s. Aarohi Embedded Systems Pvt. Ltd. has decided to offer you a position of a **"Trainee Sales Engineer"** in at our Rajkot factory.

We wish and hope that you will give your best to make our company on the other level of success.

Please carefully read the Following are the terms and conditions which will be applicable:

1. Your appointment will be on probationary basis. And probation period is **Six Months** from the date of joining. Probation period may extend or withdrawal at any time by HOD or management due to your performance.
2. **CTC 13020/-as per discussion with you. Management will be your CTC from 01/04/2021.**
3. Your job is transferable and you can be posted to any branch office within the country.
4. After the successful completion of the probation period, your service will be confirmed and you will get compensation as per Salary Structure.
5. The present service rules or any future policy or term and condition of the Aarohi Embedded Systems Pvt. Ltd. will be applicable to this appointment.
6. Aarohi Embedded Systems Pvt. Ltd. have right to cancel this offer, joining letter, appointment letter, your acceptance for this offer and letter communication between company & candidate without showing any cause. If in case company found candidate present data is/are fraud company must sue against candidate.
7. Your appointment will be effective from the **date of joining 01/07/2020. This offer valid up to 20.06.2020 at 11:59 PM .** If you will accept our offer then we process for appointment. Please clear mention Date of Joining with acceptance of offer.
8. Your role and your compensation can change as per requirement.
9. You have to travel anywhere as per demand or requirement. management may take depute you at our Ahmedabad or Coimbatore Site office.

Continue.....

10. If you want to resign from your responsibilities and your role you have to give written notice before 3 Months. Right person will appoint at you place and hand over role & responsibility to his/her which over is late.
11. As per our company policy, we will require 3 year work with us commitment letter from you for long-term bonding and work with us.
12. We strictly follow time so our company time is 8:30 Am to 06:30 PM in between 12:30 pm to 01:30 pm is lunch hour.
13. Our leave policy is very sure if you want to go on leave you should inform before minimum 3 days if you take leave more than one day you should inform before a week or inform earliest as soon as possible.
14. You have to work after working hour without any argument and any other benefit.
15. On your first day carry your original salary slip, achievement certificate, experience certificate, education qualification certificate, *need final semester mark sheet or degree certificate.*
16. We are not able to provide helping hand under you within one year.
17. Bus transportation facility not suitable to Filed Sales Person so you should have own bike if you do not have bike please arrange as soon as possible because you should travel to city surrounding area.

We cannot disclose the internal policies of the company such as financial policies, production policies, customer strategy policies, marketing policies, supplier policies, Tender Policies, Data entrusted to our company by external parties, Pricing/marketing, Research & Development, and other undisclosed strategies, Documents and processes explicitly marked as confidential, Unpublished goals, forecasts and initiatives marked as confidential, Lock or secure confidential information at all times, Make sure they only view confidential information on secure devices, Only disclose information to other employees when it's necessary and authorized, Keep confidential documents inside our company's premises unless it's absolutely necessary to move them.

(i) Job Description:

1. Develop a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability.
2. Assists in the development and implementation marketing plan as need.
3. Provides timely, accurate competitive pricing on all completed prospect applications submitted for pricing and approval, while striving to maintain maximum profit margin.
4. Receive and co-ordinate all sales enquiries in line with company's sales process.
5. Monitor the status of all live enquiries.
6. Follow up sales activities with clients and potential clients.
7. Chase and analysis the reasons for failure to turn an enquiry into a new order.
8. Monitor Company sales performance.

9. Create a marketing strategy for the company to be approved by the directors.
10. Identify potential areas for marketing opportunities locally, nationally and internationally.
11. Produce and organize the company's marketing collateral, For Exam. Leaflet, Banner, Flyers, brochures etc.
12. Developing filled cells action plans.
13. Defining market competitors share, and competitors strengths and weaknesses.

(ii) Evaluation Criteria:

(A) Internal

- Daily report submit to head, offer submission ASAP.

(B) External

- Complete the commitment which commit to customer, regular all follow up.

(C) Primary Internal Interactions

- Daily update to head, share the details with sales team

(D) Primary External Interactions

- All kind of follow up, offer submission, customer visit as on committed time.

(iii) Key Result Areas:

(A) Internal

- Communication with inter department for order and service issue.
- Back end preparation of vendor registration
- Advance preparation of inspection
- Enq. Study and offer submission
- Maintain track record of Enq and offer.
- Search & Fill online tender
- Give a feedback of mail and call
- Daily reporting by mail or call
- Keep record of enq. Offer and order
- Search online enq.
- Online marketing/market cover

(B) External

- All kind of Customer visit related our product
- Offer, payment, project follow up (courtesy and cold call) or our registration status.
- Lead generation
- Ready for traveling in All Gujarat or PAN India
- Get information of competitor
- Market survey of our and other product
- Build or develop the other segment regarding our product
- Collecting of performance certificate of product
- Ask product quality review
- Ask Application / need to customer

Your JDJS may revise time to time or by HOD would to.

We look forward to welcome you to M/s. Aarohi Embedded Systems Pvt. Ltd.
We are positive that you will find M/s. Aarohi Embedded Systems Pvt. Ltd. an exciting place to develop and advance your career

CTC may amend in case any cause find or company policy change regarding CTC or due to your performance or HOD/Management demand.

Yours sincerely,

For, AAROHI EMBEDDED SYSTEMS PVT.LTD.



Mrs. Shipra Sharma

(HR Manager)

Date: 19.06.2020

Ref. No.: AESPL/OFFER/2019-20/0026

To,
Mr. Avijit Sengupta
11/12, Einstein Avenue, B Zone,
Durgapur-713205,(WB)
Mob;8653859106
Email: avijitsengupta38@gmail.com

SUBJECT: Offer letter as a "Trainee Sales Engineer"

Dear Avijit,

We are hereby informing you with a great pleasure that based on interview with us we the team of M/s. Aarohi Embedded Systems Pvt. Ltd. has decided to offer you a position of a **"Trainee Sales Engineer"** in at our Rajkot factory.

We wish and hope that you will give your best to make our company on the other level of success.

Please carefully read the Following are the terms and conditions which will be applicable:

1. Your appointment will be on probationary basis. And probation period is **Six Months** from the date of joining. Probation period may extend or withdrawal at any time by HOD or management due to your performance.
2. **CTC 13020/-as per discussion with you. Management will be your CTC from 01/04/2021.**
3. Your job is transferable and you can be posted to any branch office within the country.
4. After the successful completion of the probation period, your service will be confirmed and you will get compensation as per Salary Structure.
5. The present service rules or any future policy or term and condition of the Aarohi Embedded Systems Pvt. Ltd. will be applicable to this appointment.
6. Aarohi Embedded Systems Pvt. Ltd. have right to cancel this offer, joining letter, appointment letter, your acceptance for this offer and letter communication between company & candidate without showing any cause. If in case company found candidate present data is/are fraud company must sue against candidate.
7. Your appointment will be effective from the **date of joining 01/07/2020. This offer valid up to 20.06.2020 at 11:59 PM.** If you will accept our offer then we process for appointment. Please clear mention Date of Joining with acceptance of offer.
8. Your role and your compensation can change as per requirement.
9. You have to travel anywhere as per demand or requirement. management may take depute you at our Ahmedabad or Coimbatore Site office.

Continue.....

10. If you want to resign from your responsibilities and your role you have to give written notice before 3 Months. Right person will appoint at you place and hand over role & responsibility to his/her which over is late.
11. As per our company policy, we will require 3 year work with us commitment letter from you for long-term bonding and work with us.
12. We strictly follow time so our company time is 8:30 Am to 06:30 PM in between 12:30 pm to 01:30 pm is lunch hour.
13. Our leave policy is very sure if you want to go on leave you should inform before minimum 3 days if you take leave more than one day you should inform before a week or inform earliest as soon as possible.
14. You have to work after working hour without any argument and any other benefit.
15. On your first day carry your original salary slip, achievement certificate, experience certificate, education qualification certificate, *need final semester mark sheet or degree certificate*.
16. We are not able to provide helping hand under you within one year.
17. Bus transportation facility not suitable to Filed Sales Person so you should have own bike if you do not have bike please arrange as soon as possible because you should travel to city surrounding area.

We cannot disclose the internal policies of the company such as financial policies, production policies, customer strategy policies, marketing policies, supplier policies, Tender Policies, Data entrusted to our company by external parties, Pricing/marketing, Research & Development, and other undisclosed strategies, Documents and processes explicitly marked as confidential, Unpublished goals, forecasts and initiatives marked as confidential, Lock or secure confidential information at all times, Make sure they only view confidential information on secure devices, Only disclose information to other employees when it's necessary and authorized, Keep confidential documents inside our company's premises unless it's absolutely necessary to move them.

(i) Job Description:

1. Develop a business plan and sales strategy for the market that ensures attainment of company sales goals and profitability.
2. Assists in the development and implementation marketing plan as need.
3. Provides timely, accurate competitive pricing on all completed prospect applications submitted for pricing and approval, while striving to maintain maximum profit margin.
4. Receive and co-ordinate all sales enquiries in line with company's sales process.
5. Monitor the status of all live enquiries.
6. Follow up sales activities with clients and potential clients.
7. Chase and analysis the reasons for failure to turn an enquiry into a new order.
8. Monitor Company sales performance.
9. Create a marketing strategy for the company to be approved by the directors.

10. Identify potential areas for marketing opportunities locally, nationally and internationally.
11. Produce and organize the company's marketing collateral, For Exam. Leaflet, Banner, Flyers, brochures etc.
12. Developing filled cells action plans.
13. Defining market competitors share, and competitors strengths and weaknesses.

(ii) Evaluation Criteria:

(A) Internal

- Daily report submit to head, offer submission ASAP.

(B) External

- Complete the commitment which commit to customer, regular all follow up.

(C) Primary Internal Interactions

- Daily update to head, share the details with sales team

(D) Primary External Interactions

- All kind of follow up, offer submission, customer visit as on committed time.

(iii) Key Result Areas:

(A) Internal

- Communication with inter department for order and service issue.
- Back end preparation of vendor registration
- Advance preparation of inspection
- Enq. Study and offer submission
- Maintain track record of Enq and offer.
- Search & Fill online tender
- Give a feedback of mail and call
- Daily reporting by mail or call
- Keep record of enq. Offer and order
- Search online enq.
- Online marketing/market cover

(B) External

- All kind of Customer visit related our product

- Offer, payment, project follow up (courtesy and cold call) or our registration status.
- Lead generation
- Ready for traveling in All Gujarat or PAN India
- Get information of competitor
- Market survey of our and other product
- Build or develop the other segment regarding our product
- Collecting of performance certificate of product
- Ask product quality review
- Ask Application / need to customer

Your JDJS may revise time to time or by HOD would to.

We look forward to welcome you to M/s. Aarohi Embedded Systems Pvt. Ltd.
We are positive that you will find M/s. Aarohi Embedded Systems Pvt. Ltd. an exciting place to develop and advance your career

CTC may amend in case any cause find or company policy change regarding CTC or due to your performance or HOD/Management demand.

Yours sincerely,

For, AAROHI EMBEDDED SYSTEMS PVT.LTD.



Mrs. Shipra Sharma

(HR Manager)

Date: 19.06.2020

Ref. No.: AESPL/OFFER/2019-20/0025

To,

Mr. saket Kumar

New colony Masoomganj,

chakra Bihar-841301

Mobile:7469049694

Email: saket15399@gmail.com

SUBJECT: Offer letter as a "Jr. Design Engineer"

Dear Saket ,

We are hereby informing you with a great pleasure that based on interview with us we the team of M/s. Aarohi Embedded Systems Pvt. Ltd. has decided to offer you a position of a **"Jr. Design Engineer"** in at our Rajkot factory.

We wish and hope that you will give your best to make our company on the other level of success.

Please carefully read the Following are the terms and conditions which will be applicable:

1. Your appointment will be on probationary basis. And probation period is **Six Months** from the date of joining. Probation period may extend or withdrawal at any time by HOD or management due to your performance.
2. **CTC 13020/- as per discussion with you. Management will be your CTC from 01/04/2021.**
3. Your job is transferable and you can be posted to any branch office within the country.
4. After the successful completion of the probation period, your service will be confirmed and you will get compensation as per Salary Structure.
5. The present service rules or any future policy or term and condition of the Aarohi Embedded Systems Pvt. Ltd. will be applicable to this appointment.
6. Aarohi Embedded Systems Pvt. Ltd. have right to cancel this offer, joining letter, appointment letter, your acceptance for this offer and letter communication between company & candidate without showing any cause. If in case company found candidate present data is/are fraud company must sue against candidate.
7. Your appointment will be effective from the **date of joining 01/07/2020. This offer valid up to 20/06/2020 at 11:59 PM** . If you will accept our offer then we process for appointment. Please clear mention Date of Joining with acceptance of offer.
8. Your role and your compensation can change as per requirement.
9. You have to travel anywhere as per demand or requirement.

Continue.....

10. If you want to resign from your responsibilities and your role you have to give written notice before 3 Months. Right person will appoint at you place and hand over role & responsibility to his/her which over is late.
11. As per our company policy, we will require 3 year work with us commitment letter from you for long-term bonding and work with us.
12. We strictly follow time so our company time is 8:30 Am to 06:30 PM in between 12:30 pm to 01:30 pm is lunch hour.
13. Our leave policy is very sure if you want to go on leave you should inform before minimum 3 days if you take leave more than one day you should inform before a week or inform earliest as soon as possible.
14. You have to work after working hour without any argument and any other benefit.
15. On your first day carry your original salary slip, achievement certificate, experience certificate, education qualification certificate *need final semester mark sheet or degree certificate*.
16. We are not able to provide helping hand under you within one year.

We cannot disclose the internal policies of the company such as financial policies, production policies, customer strategy policies, marketing policies, supplier policies, Tender Policies, Data entrusted to our company by external parties, Pricing/marketing, Research & Development, and other undisclosed strategies, Documents and processes explicitly marked as confidential, Unpublished goals, forecasts and initiatives marked as confidential, Lock or secure confidential information at all times, Make sure they only view confidential information on secure devices, Only disclose information to other employees when it's necessary and authorized, Keep confidential documents inside our company's premises unless it's absolutely necessary to move them.

Your JDJS may revise time to time or by HOD would to.

We look forward to welcome you to M/s. Aarohi Embedded Systems Pvt. Ltd.

We are positive that you will find M/s. Aarohi Embedded Systems Pvt. Ltd. an exciting place to develop and advance your career. CTC may amend in case any cause find or company policy change regarding CTC or due to your performance or HOD/Management demand.

Yours sincerely,

For, AAROHI EMBEDDED SYSTEMS PVT.LTD.



Mrs. Shipra Sharma

(HR Manager)



VIE/CP/JH/BCRE/REQ/20-21/217

Dt. 19/05/2020

To,
The Placement Officer
Dr. B C Roy Engineering College
Durgapur

Subject: "List of merit Selection for Associate Engineers at Bokaro Steel Plant & others."
Ref. Interview held on 12//05/2020.

Dear Sir,
Thanks for your kind Co-operation. We had taken interview on 12/05/2020. The final list of candidates those who are selected for the post of associate Engineers at Bokaro Steel Plant.

Merit list of selected candidates:-

Sl.no	Name	Gender	Branch
01	Miss. Twinkle Sharma	Female	Civil Engineering
02	Miss. Suchismita Roy	Female	Civil Engineering
03	Mr. Abhishek Kumar	Male	Civil Engineering
04	Miss. Snehil Srishti	Female	Electrical Engineering
05	Miss. Priya Srivastava	Female	Electrical Engineering
06	Miss. Ishani Chakraborty	Female	Electrical Engineering
07	Miss. Riya Bhattacharyay	Female	Computer Science
08	Miss. Rolly Tiwari	Female	Computer Science
09	Miss. Rituparna Das	Female	Computer Science

Waiting list Candidates:-

Sl.no	Name	Gender	Branch
01	Mr. Arghya Kundu	Male	Civil Engineering
02	Mr. Shuvrapratim Bera	Male	Civil Engineering
03	Mr. Sumit Kumar	Male	Civil Engineering
04	Mr. Subhajit Sen	Male	Computer Science
05	Miss. Deepa Kumari	Female	Computer Science
06	Manshi Kumari	Female	Computer Science

Selected Candidate are requested to submit their all documents within seven days which is given below:-

1. Aadhar Card
2. Pan Card
3. Bank pass book (Front page)
4. Recent colour passport size photo-02 nos.
5. No objection letter from legal Guardian

The selected candidates who will not submit their documents with the given period of time shall not be enrolled in our company.

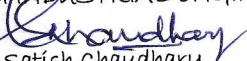
Joining will be by 1st week of June 2020.

Our Company email-id vandiindustrialengineers@gmail.com

Contact Person : Anamika Sharma (Associate Engineer) Mobile: 9836777796

Regards

For, VANDI INDUSTRIAL ENGINEERS


Er. Satish Chaudhary
Engineer & Govt. Approved
Competent Person
Govt. of Jharkhand



Note:- Study leave will given for final examination.

Selection in " Kalimata Ispat Industries Pvt Ltd "

suvobrata sarkar <suvobrata.sarkar@bcrec.ac.in>

Sun, Jun 30, 2019 at 10:33 AM

To: TPO Kolkata <tpo.kol@bcrec.ac.in>

Cc: Shyma Chakraborty <shyama.chakraborty@bcrec.ac.in>, prabal sahu <prabal.sahu@bcrec.ac.in>, "Dr. Arunava Mookherjee" <arunava.mookherjee@bcrec.ac.in>, suvobrata sarkar <suvobrata.sarkar@bcrec.ac.in>, Ramkrishna Rakshit <ramkrishna.rakshit@bcrec.ac.in>, Siddhartha Bhowmick <siddhartha.bhowmick@bcrec.ac.in>, TPO Durgapur <tpo.dgp@bcrec.ac.in>

Dear Mr. Atanu Maity,

Please see the trail mail carefully & note that we have received the selection of Kalimata Ispat Pvt Ltd. information from one of our ME student on 29th June 2019 at 6:49pm.

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

From: **Siddhartha Bhowmick** <siddhartha.bhowmick@bcrec.ac.in>

Date: Saturday, June 29, 2019

Subject: Selection in " Kalimata Ispat Industries Pvt Ltd "

To: TPO Durgapur <tpo.dgp@bcrec.ac.in>, Kanchan Chatterjee <kanchan.chatterjee@bcrec.ac.in>

Cc: Shyma Chakraborty <shyama.chakraborty@bcrec.ac.in>, suvobrata sarkar <suvobrata.sarkar@bcrec.ac.in>, prabal sahu <prabal.sahu@bcrec.ac.in>, "Dr. Arunava Mookherjee" <arunava.mookherjee@bcrec.ac.in>, Ramkrishna Rakshit <ramkrishna.rakshit@bcrec.ac.in>, Pranesh Das <pranesh.das@bcrec.ac.in>, Rajeev Ranjan <rajeev.ranjan@bcrec.ac.in>

Dear sir / madam,

Three fresh students of ME 2019 B.Tech batch have been placed, they will have their offer letters soon. Please go through the trailing .mail..

Regards

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

From: **Ananta Lal** <anantalal.lal@gmail.com>

Date: Sat, Jun 29, 2019 at 6:49 PM

Subject: Fwd: Selection in " Kalimata Ispat Industries Pvt Ltd "

To: <siddhartha.bhowmick@bcrec.ac.in>

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

From: **Sanjoy Chattaraj** <sanjoy.chattaraj@bcrec.ac.in>

Date: Thu, Jun 27, 2019, 5:37 PM

Subject: Selection in " Kalimata Ispat Industries Pvt Ltd "

To: <anantalal.lal@gmail.com>

To,
Sri Sanjoy Chattaraj

Dear Sir,

With reference to our interview session, the management has been pleased to select the following candidates from your Institute as Trainee :

Dear Ananata Lal ,
Please share the information to other selected students also.

Sanjoy Chattaraj

1. Anantalal Das (B.Tech, Mech.)
2. Samim Ali Shaikh.(B.Tech, Mech.)
3. Abhishekh Chakraborty (B.Tech, Mech.)
4. Sourav Karmakar. (Diploma, Mech.)
5. Sanju Gorai (Diploma, Mech.)
6. Taraknath Samanta (Diploma, Mech.)

From Beliator ITI Institute:

- 1. Krishna Samanta**
- 2. Narayan Karak.**

The above-named candidates will join as Trainee at our organization & after successful completion of one year they will be permanent employee at our organization. The present remuneration that will be offered to the above-mentioned candidates will be Rs. 8500/- per month to the B.Tech, Mechanical candidates, whereas Rs. 7000/- for the Diploma candidates.

Please inform us the tentative date of joining of the above-named candidates at the earliest.

--
Siddhartha Bhowmick
A.P
Dept. of ME, BCREC



Disclaimer:

The information contained in this electronic message and in any attachments to this message is confidential, legally privileged and intended only for the person or entity to which this electronic message is addressed. If you are not the intended recipient, please notify the system manager and you are hereby notified that any distribution, copying, review, re-transmission, dissemination or other use of this electronic transmission or the information contained in it is strictly prohibited. Please accordingly also note that any views or opinions presented in this email are solely those of the author and may not represent those of the College or bind the College. This message has been scanned for viruses and dangerous content by Mail Scanner, and is believed to be clean. The College accepts no liability for any damage caused by any virus transmitted by this email.

--
Suvobrata Sarkar

PAHARPUR



PAHARPUR COOLING TOWERS LIMITED



Paharpur House, 8/1/B, Diamond Harbour Road, Kolkata - 700 027, INDIA
Ph: +91-33-40133000, Fax: +91-33-40133499, pctccu@paharpur.com, http://www.paharpur.com
CIN UD2005WB1949PLCO18363

Date: 01-07-2019

Mr. Arnab Kumar Mukherjee
C/O- Mr. Amal Kumar Mukherjee
Kalna Link Road, Nari More,
Dist: Purba Burdwan,
West Bengal: 713 101.

Dear Mr. Mukherjee,

With reference to your interview and the subsequent discussion you had with us at our Office, we are pleased to offer you apprenticeship training as 'Graduate Engineer Trainee' in our Organization with effect from 1st July 2019. Your apprenticeship training will be on the following terms and conditions:

1. The period of apprenticeship training will be 01 (one) year w.e.f. your date of joining.
2. You will be posted at any of our Offices, Factories or Construction sites and may be subsequently transferred. Initially, for the purpose of joining duties, you are advised to report at our Head Office.
3. During the training period, you will be paid a stipend of Rs.18,000/- (Rupees Eighteen Thousand only) per month.
4. You will be paid a Conveyance Allowance of Rs.3,000/- (Rupees Three Thousand only) per month.
5. You will be paid a Learning Allowance of Rs.11,000/- (Rupees Eleven Thousand only) per month.
6. You shall be eligible for PF as per prevailing rules.
7. You shall be eligible for one day's leave for each completed month of training.
8. You will be covered under the Company's Group Term Insurance Policy.
9. Save and except the foregoing, you will not be entitled to any other allowances or benefits.
10. You will abide by the Rules and Regulations of the Company during your training period.
11. Your training can be terminated by either side by giving 15 days notice in writing or stipend in lieu thereof.
12. Permanent absorption by the Company will depend upon satisfactory performance during your training period.

Should the above terms and conditions be acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance.

Yours Sincerely,

Hirak Ghosh
Head- Human Resources & Admn.

above Terms and Condition.

Date: 01-07-20

ANNEXURE

Your working hours shall be regulated as per rules of the Company.

You will be governed by the Company's Rules & Regulations, which are in force, or as amended from time to time.

Your training will be subject to 15 (fifteen) days notice of termination or, at the Company's option, payment of consolidated stipend (for the period of shortfall, if any, in the notice period) in lieu thereof by either side. Any leave or absence during the notice period shall be taken as a shortfall in the notice period. No earned leave will accrue during the notice period. However, in the unlikely event of any dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or any other misconduct, neglect or upon loss of confidence in you or incompetence in the discharge of duties, or any breach of the above terms by you, your traineeship can be terminated forthwith without giving any notice or stipend in lieu of notice. The decision of the Company shall be final in the matter.

During the period of your training with the Company, you will not take up any other assignment or take up any other business or agency even on part time basis without the written permission of the Company.

At no point of time, neither during the course of your training nor thereafter, shall you divulge any information concerning the Company or its activities and you shall always treat as confidential all processes, activities, figures or any other information that may become known to you in the course of your duties.

During the course of your training with the Company, and for a minimum period of three years after leaving the services of the Company, you will not have any relations with any of its competitors nor indulge in any competitive activity of whatever nature without the written consent of the Company.

You shall not take directly or indirectly any presents, commission, loan/advance or any kind of gratification in cash or kind from any person, party or firm having dealing with the Company and if you are offered any, you should immediately report the same to the management of the Company in writing and the same should be handed over to the Company at once.

You will keep the Company informed of any change in your residential address and civil status.

You hereby agree to keep the Company indemnified if the company becomes liable for any actions or omissions done by you with malafide intentions during the course of your employment with the Company.

Your appointment is subject to your being medically fit and you're continuing to be medically fit. The Company reserves the right to have you medically examined by a medical practitioner of its choice at any time during the continuity of your employment with the Company.

Contd. Page 2/



-2-

11. Your stipend, allowances and perquisites are strictly confidential and should not be disclosed or discussed with any person other than your superior.

12. You will be responsible for safe keeping and return in good condition and order, of all Company property such as Company files and documents, intellectual property, tools, equipment, calculators, instruments, books, floppies, CDs, identity card and any other properties of the Company which may be in your custody, use, care or charge. In the event of your failure to do so, Company will have the right to deduct the money value of all such items from your dues or take such action as it deems proper.

The above terms and conditions are based on the staff rules of the Company as prevailing today. They are subject to change based on the staff rules modified from time to time.

DECLARATION

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of contract herein detailed and undertake to abide by the said terms and conditions.

Signature.....*Anish Kumar Mukherjee*.....

Date.....*01/07/2019*.....

CE



PAHARPUR COOLING TOWERS LIMITED

Paharpur House, 8/1/B, Diamond Harbour Road, Kolkata - 700 027, INDIA
Ph: +91-33-40133000, Fax: +91-33-40133499, pctccu@paharpur.com, http://www.paharpur.com
CIN U02005WB1949PLCO18363

Mr. Jiten Kumar Das
Bauri Para, Police Line, Hirapur
Dhanbad,
Jharkhand- 826 001.

Date: 01-07-2019

Dear Mr. Das,

With reference to your interview and the subsequent discussion you had with us at our Office, we are pleased to offer you apprenticeship training as 'Graduate Engineer Trainee' in our Organization with effect from 1st July 2019. Your apprenticeship training will be on the following terms and conditions:

1. The period of apprenticeship training will be 01 (one) year w.e.f. your date of joining.
2. You will be posted at any of our Offices, Factories or Construction sites and may be subsequently transferred. Initially, for the purpose of joining duties, you are advised to report at our Head Office.
3. During the training period, you will be paid a stipend of Rs.18,000/- (Rupees Eighteen Thousand only) per month.
4. You will be paid a Conveyance Allowance of Rs.3,000/- (Rupees Three Thousand only) per month.
5. You will be paid a Learning Allowance of Rs.11,000/- (Rupees Eleven Thousand only) per month.
6. You shall be eligible for PF as per prevailing rules.
7. You shall be eligible for one day's leave for each completed month of training.
8. You will be covered under the Company's Group Term Insurance Policy.
9. Save and except the foregoing, you will not be entitled to any other allowances or benefits.
10. You will abide by the Rules and Regulations of the Company during your training period.
11. Your training can be terminated by either side by giving 15 days notice in writing or stipend in lieu thereof.
12. Permanent absorption by the Company will depend upon satisfactory performance during your training period.

Should the above terms and conditions be acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance.

Yours Sincerely,

Hirak Ghosh
Head- Human Resources & Admn.

I accept the above Terms and Condition.

Signature _____ Date _____

S
C
Y
N
H
H
I
S



Date: 01-07-2019

ANNEXURE

1. Your working hours shall be regulated as per rules of the Company.
2. You will be governed by the Company's Rules & Regulations, which are in force, or as amended from time to time.
3. Your training will be subject to 15 (fifteen) days notice of termination or, at the Company's option, payment of consolidated stipend (for the period of shortfall, if any, in the notice period), in lieu thereof by either side. Any leave or absence during the notice period shall be taken as shortfall in the notice period. No earned leave will accrue during the notice period. However, in the unlikely event of any dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or any other misconduct, neglect or upon loss of confidence in you or incompetence in the discharge of duties, or any breach of the above terms by you, your traineeship can be terminated forthwith without giving any notice or stipend in lieu of notice. The decision of the Company shall be final in the matter.
4. During the period of your training with the Company, you will not take up any other assignment or take up any other business or agency even on part time basis without the written permission of the Company.
5. At no point of time, neither during the course of your training nor thereafter, shall you divulge any information concerning the Company or its activities and you shall always treat as confidential all processes, activities, figures or any other information that may become known to you in the course of your duties.
6. During the course of your training with the Company, and for a minimum period of three (3) years after leaving the services of the Company, you will not have any relations with any of our competitors nor indulge in any competitive activity of whatever nature without the written consent of the Company.
7. You shall not take directly or indirectly any presents, commission, loan/advance or any kind of gratification in cash or kind from any person, party or firm having dealing with the Company and if you are offered any, you should immediately report the same to the management of the Company in writing and the same should be handed over to the Company at once.
8. You will keep the Company informed of any change in your residential address and civil status.
9. You hereby agree to keep the Company indemnified if the company becomes liable for any actions or omissions done by you with malafide intentions during the course of your employment with the Company.
10. Your appointment is subject to your being medically fit and you're continuing to be medically fit. The Company reserves the right to have you medically examined by a medical practitioner of its choice at any time during the continuity of your employment with the Company.

Contd. Page 2/...



11. Your stipend, allowances and perquisites are strictly confidential and should not be disclosed or discussed with any person other than your superior.

12. You will be responsible for safe keeping and return in good condition and order, of all Company property such as Company files and documents, intellectual property, tools, equipment, calculators, instruments, books, floppies, CDs, identity card and any other properties of the Company which may be in your custody, use, care or charge. In the event of your failure to do so, Company will have the right to deduct the money value of all such items from your dues or take such action as it deems proper.

The above terms and conditions are based on the staff rules of the Company as prevailing today. They are subject to change based on the staff rules modified from time to time.

DECLARATION

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of contract herein detailed and undertake to abide by the said terms and conditions.

Signature..... Date.....

Name : JITEN KUMAR DAS
Designation : GRADUATE ENGINEER TRAINEE
Department: CONSTRUCTION

Category : TRAINEE
Date of Joining : 01-07-2019
Duration : 1 YEAR

Salary Components

	Amount	
	Rs. (Per Month)	Rs. (Per Annum)
<u>Monthly</u>		
STIPEND	18,000.00	2,16,000.00
CONVEYANCE ALLOWANCE	3,000.00	36,000.00
LEARNING ALLOWANCE	11,000.00	1,32,000.00
MONTHLY (GROSS):	32,000.00	
P.F. (Employer's contribution)	2,160.00	25,920.00
<u>Annual:</u>		
Total CTC		4,09,920.00

Additional Benefit: Group Term Insurance

British Telecom

3

CE

From: **BT Recruitment** <noreply@resourcing.bt.com>
Date: Tue 16 Jul, 2019, 2:03 PM Subject: BT
Provisional Offer (India) - Arindam Chatterjee To:
<arindamchatterjee122@gmail.com> Cc:
<nivedita.ghosh@bt.com>

Dear Arindam Chatterjee

PROVISIONAL OFFER OF APPRENTICESHIP

Congratulations. Further to your interviews we are very pleased to make this provisional offer to you for the position of Trainee Associate Network Planners with BT eServ India Pvt Ltd (Company/ BT/ We), for a period of 12 months, commencing on July 22, 2019. Based on your performance during and successful completion of, your apprenticeship/training, we may offer you employment subject to our policies. Please apprenticeship/training read the offer and and the its steps attachments you need carefully, to take to as accept they contain this offer. information about your **Full Terms - Training Contract**

This provisional offer is conditional on you meeting the Apprenticeship Pre-Engagement Conditions set out below, and signing a contract of apprenticeship with us (this includes registering as our apprentice with the relevant government authority, as may be advised to you). Once you have confirmed that you wish to accept this provisional offer, we will share with you two hard copies of the contract of apprenticeship containing the full terms and conditions of your apprenticeship/training, for your acknowledgment and signatures at the time of joining.

The Apprenticeship Pre-Engagement Conditions

This provisional offer of apprenticeship is conditional upon you completing and fulfilling certain conditions, as set out below:

- a) Confirmation that you are able to join BT on July 22, 2019 for a period of 12 months.
- b) Satisfactory completion of your background verification, as may be required for your role by BT, including but not limited to the following:
 - i. Identity check (including satisfactory evidence of your identity and residence in India).
 - ii. Immigration check (including satisfactory evidence of you holding a valid work permit: If you do not have the permanent right to work in India, this offer and any contract based upon this offer is subject to you holding/retaining a valid work permit/ immigration clearance (or other appropriate documentation) at all times during your apprenticeship/training).
 - iii. Criminal record check.
 - iv. Educational qualifications check.
- c) Confirmation that you are able to carry out the work (i.e. you are medically fit and not under any

legal restrictions imposed by a current or former employer);

- d) Confirmation that you have cleared your qualifying examination of Bachelor's Degree. Please note that you are required to share a copy of your academic degree within 6 months from commencement of your apprenticeship/training with us, if as of the date of joining your final results have not been declared.
- e) Confirmation that you have provided complete and accurate information and records to us in relation to your candidature and have not concealed any information, the disclosure of which could have impacted our decision to extend this provisional offer.
- f) Confirmation that you have willingly signed and shared the Data Collection Statement evidencing your consent to the Company sharing the documents collated under (b) above and any other information collected from you (in relation to considering your candidacy) with the BT Group and third parties for official purposes.
- g) Confirmation that your cumulative training or work experience does not exceed one year, after attaining your qualification.

Confirmation that you have not previously registered as an apprentice under the Apprentices Act, 1961.

i) If considered appropriate, a medical check, at the cost of the Company, to certify you are fit to carry out the requirements of your role. In this respect, you consent to the disclosure of the result of the medical examination to the Company/BT group, as required and acknowledge that this offer shall be revoked if the result is not to the satisfaction of the Company.

j) Confirmation of your willingness to work in a shift system basis, this may include working on night shifts, holidays and on weekends as the Company considers may be necessary for your apprenticeship/training.

k) Confirmation that you have provided accurate information on your current address and a further confirmation from the Company's transport team that your current address falls within the service zone within which the transport services are extended. Please refer to the attached "Pan India Transport Service and No Service Zone" list to check if your current residential address falls under our service zone.

l) Confirmation that if you are allowed to commence apprenticeship/training pending any such information / documentation (as requested in relation to considering your candidature for apprenticeship), then you must share the same within 1 month of commencement of your apprenticeship/training.

It is important for you to understand that this offer will be withdrawn immediately if any of the above conditions are not satisfied. If you are permitted to commence apprenticeship/training before all enquiries have been completed or requirements fulfilled and they subsequently prove unsatisfactory for BT's purposes then, you acknowledge and understand that BT reserves the right to terminate any contract based upon it.

Stipend and benefits

Apprentice/Trainee position is based out of Kolkata. The key terms of such provisional offer are attached as Annexure 1, this includes the details of your stipend and other benefits

Acceptance

We hope that you will accept this offer of apprenticeship. Please communicate your acceptance by counter signing below, to "nivedita.ghosh@bt.com" within the next 24 hours beyond which time it will be deemed to be withdrawn. If you miss this date and still wish to undergo training with BT then please contact "nivedita.ghosh@bt.com".

Please note that this provisional offer overrides anything said to you during your interview or any other discussion about this role or your apprenticeship/training with BT.

Questions

If having read this provisional offer of apprenticeship you have any questions then please feel free to reach out at "nivedita.ghosh@bt.com".

We look forward to hearing from you.

Jayati Dwivedy

Head of Recruitment (India & APAC, Middle East & Africa)

For and on behalf of the BT eServ India Pvt Ltd

ABIB

From: BT Recruitment <noreply@resourcing.bt.com>
Date: Tue, 16 Jul 2019, 10:17 am Subject: BT
Provisional Offer (India) - Sandipan Dey To:
<sandipandey82@gmail.com> Cc:
<nivedita.ghosh@bt.com>

1916563

Dear Sandipan Dey

PROVISIONAL OFFER OF APPRENTICESHIP

Congratulations. Further to your interviews we are very pleased to make this provisional offer to you for the position of Trainee Associate Network Planners with BT eServ India Pvt Ltd (Company/ BT/ We), for a period of 12 months, commencing on July 22, 2019. Based on your performance during and successful completion of, your apprenticeship/training, we may offer you employment subject to our policies.

7/17/2019 Dr. B.C Roy Engineering College, Durgapur Mail - "British Telecom" Placement Information // 2019 - B.Tech Batch - All Streams // B...

Please apprenticeship/training read the offer and and the its steps attachments you need carefully, to take to as accept they contain this offer. information about your **Full Terms - Training Contract**

This provisional offer is conditional on you meeting the Apprenticeship Pre-Engagement Conditions set out below, and signing a contract of apprenticeship with us (this includes registering as our apprentice with the relevant government authority, as may be advised to you). Once you have confirmed that you wish to accept this provisional offer, we will share with you two hard copies of the contract of apprenticeship containing the full terms and conditions of your apprenticeship/training, for your acknowledgment and signatures at the time of joining.

The Apprenticeship Pre-Engagement Conditions

This provisional offer of apprenticeship is conditional upon you completing and fulfilling certain conditions, as set out below:

- a) Confirmation that you are able to join BT on July 22, 2019 for a period of 12 months.
- b) Satisfactory completion of your background verification, as may be required for your role by BT, including but not limited to the following:
 - i. Identity check (including satisfactory evidence of your identity and residence in India).
 - ii. Immigration check (including satisfactory evidence of you holding a valid work permit: If you do not have the permanent right to work in India, this offer and any contract based upon this offer

is subject to you holding/retaining a valid work permit/ immigration clearance (or other appropriate documentation) at all times during your apprenticeship/training). iii. Criminal record check. iv. Educational qualifications check.

c) Confirmation that you are able to carry out the work (i.e. you are medically fit and not under any legal restriction imposed by a current or former employer);

d) Confirmation that you have cleared your qualifying examination of Bachelor's Degree. Please note that you are required to share a copy of your academic degree within 6 months from commencement of your apprenticeship/training with us, if as of the date of joining your final results have not been declared.

e) Confirmation that you have provided complete and accurate information and records to us in relation to your candidature and have not concealed any information, the disclosure of which could have impacted our decision to extend this provisional offer.

f) Confirmation that you have willingly signed and shared the Data Collection Statement evidencing your consent to the Company sharing the documents collated under (b) above and any other information collected from you (in relation to considering your candidacy) with the BT Group and third parties for official purposes.

g) Confirmation that your cumulative training or work experience does not exceed one year, after attaining your qualification.

h) Confirmation that you have not previously registered as an apprentice under the Apprentices Act, 1961.

i) If considered appropriate, a medical check, at the cost of the Company, to certify you are fit to carry out the requirements of your role. In this respect, you consent to the disclosure of the result of the medical examination to the Company/BT group, as required and acknowledge that this offer shall be revoked if the result is not to the satisfaction of the Company.

Confirmation of your willingness to work in a shift system basis, this may include working on night shifts, holidays and on weekends as the Company considers may be necessary for your apprenticeship/training.

k) Confirmation that you have provided accurate information on your current address and a further confirmation from the Company's transport team that your current address falls within the service zone within which the transport services are extended. Please refer to the attached "Pan India Transport Service and No Service Zone" list to check if your current residential address falls under our service zone.

l) Confirmation that if you are allowed to commence apprenticeship/training pending any such information / documentation (as requested in relation to considering your candidature for apprenticeship), then you must share the same within 1 month of commencement of your apprenticeship/training.

It is important for you to understand that this offer will be withdrawn immediately if any of the above conditions are not satisfied. If you are permitted to commence apprenticeship/training before all

enquiries have been completed or requirements fulfilled and they subsequently prove unsatisfactory for BT's purposes then, you acknowledge and understand that BT reserves the right to terminate any contract based upon it.

Stipend and benefits

Apprentice/Trainee position is based out of Kolkata. The key terms of such provisional offer are attached as Annexure 1, this includes the details of your stipend and other benefits

Acceptance

We hope that you will accept this offer of apprenticeship. Please communicate your acceptance by counter signing below, to "nivedita.ghosh@bt.com" within the next 24 hours beyond which time it will be deemed to be withdrawn. If you miss this date and still wish to undergo training with BT then please contact "nivedita.ghosh@bt.com".

Please note that this provisional offer overrides anything said to you during your interview or any other discussion about this role or your apprenticeship/training with BT.

Questions

If having read this provisional offer of apprenticeship you have any questions then please feel free to reach out at "nivedita.ghosh@bt.com".

We look forward to hearing from you.

Jayati Dwivedy

Head of Recruitment (India & APAC, Middle East & Africa)

For and on behalf of the BT eServ India Pvt Ltd

16-Mar-2019

Dear Nikhita Srivastava,
B.Tech/B.E., Information Technology
Dr. BC Roy Engineering College

Candidate ID – 12971020

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Nikhita Srivastava	Designation:	Programmer Analyst Trainee
--------------	--------------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

16-Mar-2019

Dear Shristi Manik,
B.Tech/B.E., Information Technology
Dr. BC Roy Engineering College

Candidate ID – 12971021

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Shristi Manik	Designation: Programmer Analyst Trainee
----------------------------	------------------------------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

16-Mar-2019

Dear Debjeeet Sen,
B.Tech/B.E., Computer Science & Engineering
Dr. BC Roy Engineering College

Candidate ID – 12971024

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Debjcet Sen	Designation: Programmer Analyst Trainee
--------------------------	------------------------------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

16-Mar-2019

Dear Priya Agarwal,
B.Tech/B.E., Computer Science & Engineering
Dr. BC Roy Engineering College

Candidate ID – 12971025

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Priya Agarwal **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

16-Mar-2019

Dear Shreenivas Choudhary,
B.Tech/B.E., Computer Science & Engineering
Dr. BC Roy Engineering College

Candidate ID – 12971027

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name:	Shreenivas Choudhary	Designation:	Programmer Analyst Trainee
--------------	----------------------	---------------------	----------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

16-Mar-2019

Dear Manosi Ghosh,
B.Tech/B.E., Electronics & Telecommunications
Dr. BC Roy Engineering College

Candidate ID – 13004857

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Manosi Ghosh	Designation: Programmer Analyst Trainee
---------------------------	------------------------------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

OFFER LETTER

Dear RAHUL KUMAR,

With reference to campus placement drive held at your institution dated **12th Jan, 2018**, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

1. Date of joining

This appointment will commence from the date of your joining i.e. **15th Oct, 2018** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET)**. You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.



A Unit of HIFERK TECHNOLOGIES PVT LTD

4. Place of Posting

- a. Presently, you shall be posted at Bhubaneswar, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
- b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. Conduct and Discipline

- a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
- b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
- c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
- d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. Privacy of Information of Remuneration

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any once inside or outside the organization.

7. General Rules

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

- a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.



A Unit of HIFERK TECHNOLOGIES PVT LTD

- b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.
- c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

- a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
- b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
- c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 7 days or the commencement or such absence, and
 - ii. Give an explanation to the satisfaction of the management regarding such absence.
- d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

9. Verification



A Unit of HIFERK TECHNOLOGIES PVT LTD

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

**GO SPEEDY GO
HUMAN RESOURCES**

I, hereby, agree to abide by the terms and conditions of this offer letter.



Rahul Kumar
18/01/2018

Signature of the Employee



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

OFFER LETTER

Dear SNEHA GHOSH,

With reference to campus placement drive held at your institution dated **12th Jan, 2018**, we are pleased to offer you employment in our organization, on terms and conditions mentioned in this offer letter.

1. Date of joining

This appointment will commence from the date of your joining i.e. **15th Oct, 2018** provided that you indicate your acceptance to the same by signing and returning to duplicate a copy of this offer letter immediately.

The offer is valid only after successful completion of the required academic program. Further in case you have any objections with the terms and conditions of the letter the same should be communicated to us within **three (3) days** of receiving the letter failing which the entire terms and conditions will be deemed to have been accepted by you. The Appointment date shall not be varied except if so intimated by the Company in writing.

2. Designation

You shall be designated as **Graduate Engineer Trainee (GET)**. You will be required to perform such duties and functions, as may be entrusted to you by the management from time to time.

You shall be on a probation period of **six (6) months**. Once you are confirmed, you will be entitled for an employee benefits as per company policy. The probation period may be extended at the discretion of the Management & a confirmation extension letter will be issued to you. A confirmation letter will be issued to you after satisfactory completion of probation period.

3. Remuneration

Your cost to company shall be **Rs.4,12,000/- (Four Lakh Twelve Thousand Only)** per annum your salary and other benefits, if, any, shall be subject to the deduction of Government and local taxes, contribution, etc as required to be made under the law of land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.



A Unit of HIFERK TECHNOLOGIES PVT LTD

4. Place of Posting

- a. Presently, you shall be posted at Bhubaneswar, Odisha. Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/overseas as decided by the management in the interest of the company.
- b. The management may place/transfer you temporarily/permanently in any department /associate concern of the company in or out of India as it may consider necessary at its discretion from time to time.

5. Conduct and Discipline

- a. You are expected to maintain fairly high standard assignments of conduct and excellence in all.
- b. You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.
- c. As a company personnel, you are full time employee and will not undertake any other business, work or public office honorary or enumerating post/assignment whether with or without consideration except with the written permission of the management in each case.
- d. You will be governed by service rules and regulations, administrative order(s), any such other rules/orders of the company now in force and that may be enforce from time to time.

6. Privacy of Information of Remuneration

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any one inside or outside the organization.

7. General Rules

In all matters including those not specifically covered by this letter, such as PF, Bonus, Incentives, Medical, and LTA will be governed as per rules of the Company.

- a. You will intimate in writing to the management any change of address within a week from the change of the same, failing that any communication sent on your last recorded shall be deemed to have served on you.



A Unit of HIFERK TECHNOLOGIES PVT LTD

- b. You will hand over the charge, the property and the material etc of the company in your possession in the time of cessation of your employment with the company.
- c. You will be liable to damage(s) to the company for the loss caused by you directly or indirectly, in additional legal remedies, which may be required for violating any of the provisions of this letter/ agreement etc and the courts of Bhubaneswar will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

8. Termination of Permanent Services

Before tendering resignation, you are required to provide 1 month/month's end prior notice in writing to the company, if such resignation is during your probation and prior notice in writing such resignation is after confirmation or in the alternative you shall be liable to pay to the company salary in lieu thereof.

- a. The management reserves the right to terminate your services by giving one day notice or 1 day salary in lieu thereof for failure to the minimum performance parameters stipulate and communicated to you from time to time or for misconduct, without being exhaustive and without prejudice to the general meaning of the term misconduct, in case of reasonable suspicion misconduct, negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline, disobedience, irregular attendance, absence from duty or inefficiency or unsatisfactory performance or any other indulgence of excess or any detrimental to the interest of the company.
- b. You will automatically retire from the service of the company of attaining the superannuating age of 60 years.
- c. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 7 days or the commencement or such absence, and
 - ii. Give an explanation to the satisfaction of the management regarding such absence.
- d. The management shall have the right to ask yourself medically examined , vaccinated or inoculated by any registered medical practitioner at any time when the management feels it service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

9. Verification



A Unit of HIFERK TECHNOLOGIES PVT LTD

This offer is based on the information supplied by you to us in your application/ personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary lieu of.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

**GO SPEEDY GO
HUMAN RESOURCES**

I, hereby, agree to abide by the terms and conditions of this offer letter.



Signature of the Employee



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

Dear SUDIPTA NAYAK,

With reference to campus placement drive held at your institution dated 12th Jan, 2018, you are selected for the Training program followed by your employment.

You will undergo one month in house technical class room training followed by two months of on Job Training (OJT).

Your DOJ will be 15th Oct, 2018

Post your completion of your training your cost to company will be **INR 4,12,000/- (Four Lakh and Twelve Thousand Only)** per annum with other benefits.

Presently, your place of posting will be Bhubaneswar (Odisha). Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/ overseas as decided by the management in the interest of the company.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

**GO SPEEDY GO
HUMAN RESOURCES**

I, hereby, agree to abide by the terms and conditions of this offer letter.



Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

Dear PRATYUSH MUKHERJEE,

With reference to campus placement drive held at your institution dated 12th Jan, 2018, you are selected for the Training program followed by your employment.

You will undergo one month in house technical class room training followed by two months of on Job Training (OJT).

Your DOJ will be 15th Oct, 2018

Post your completion of your training your cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum with other benefits.

Presently, your place of posting will be Bhubaneswar (Odisha). Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/ overseas as decided by the management in the interest of the company.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.



Pratyush Mukherjee
Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com.

List of selected students given by you

TPO Durgapur <tpo.dgp@bcrec.ac.in>

Sat, Jan 13, 2018 at 11:16 AM

To: manisha@go-speedy-go.com, sudarsan.nayak@go-speedy-go.com, bishnu.mohapatra@go-speedy-go.com

Cc: TPO Kolkata <tpo.kol@bcrec.ac.in>

Dear Mr. Bishnu / Ms. Manisha ,

Thank you very much for conducting an In Campus recruitment drive for our B.Tech & Diploma Engineering students and given opportunity to our students to serve in your esteemed organization.

As you advised , here I am sending you the selection list as you required. Please find the attachment and do the needful.

Thanking you

Regards

Sanjoy Chattaraj

Training & Placement Officer

www.bcrec.ac.in

(M) 9434536834

GO SPEEDY GO

SL.No.	Coll Roll No	University Roll No	Name	Deptt.	Gender	DOB	Mobile no	E mail id
1	1407002	12001614038	FAISAL QUDDUS	E E	Male	31-01-1996	9038271010	faisalquddus786@gmail.com
2	1407019	12001614107	SUSMITA KONAR	E E	Female	14-12-1995	8944987288	susmitakonar4@gmail.com
3	1407024	12001614021	ASHES HATI	E E	Male	29-04-1995	9434391158	hatiaashes10@gmail.com
4	1407031	12001614090	Shambhavi Jha	E E	Female	11-10-1997	8906693379	Shambhavijha39@gmail.com
5	1407059	12001614080	Ravishankar Kumar	E E	Male	10-04-1997	7074174670	Ravishankark901@gmail.com
6	1407061	12001614070	PRITAM DHAR	E E	Male	21-10-1995	7699045418	pritamdharilu@gmail.com
7	1407062	12001614089	Shahid Raza	E E	Male	19-01-1996	9851794244	Shahidraza078@gmail.com
8	1407063	12001614081	Roshan kumar	E E	Male	08-12-1996	8759052280	roshankr.300@gmail.com
9	1407078	12001614017	ANWARUL ALAM	E E	Male	20-01-1995	9641303069	ananwar143@gmail.com
10	1407093	12001614056	MD. RAHBAR ALAM	E E	Male	27-06-1996	8906511028	786rahbaralam786@gmail.com
11	1407094	12001614057	MD SADDAM HUSSAIN	E E	Male	17-03-1996	7063699735	mshyzu1000@gmail.com
12	1407107	12001614020	ARNNUV VIVEK	E E	Male	20-01-1997	8346046550	arnnuv.vivek@gmail.com
13	1407109	12001614007	Akash Nandi	E E	Male	21-06-1996	8637025035	akashnandi003@gmail.com
14	1407116	12001614096	Shubham vyas	E E	Male	07-07-1996	7098177510	Shubhamvyas120702@gmail.com
15	1407118	12001614093	Shiv Narayan	E E	Male	17-04-2017	8340204328	shiv1741996@gmail.com
16	1407153	12001615142	SOUVIK BHATTACHARJEE	E E	Male	30-12-1993	8906007695	bhattacharjeesumon93@gmail.com
17	1407069	12001614034	Debjit Paul	E E	Male	02-06-1995	8981564733	debronaldo2@gmail.com
18	1405025	12000314094	Smita Srivastava	E C E	F	12-10-1995	9851887512	smita10.shri@gmail.com
19	1405039	12000314073	Rahul Kumar	E C E	M	24-06-1996	9473472005	rahul10lalla@gmail.com
20	1405041	12000314095	Sneha Ghosh	E C E	F	25-10-1994	7063718528	sneha.ghosh025@gmail.com
21	1405052	12000314102	SUDIPTA NAYAK	E C E	M	24-09-1996	8293503329	sudipta.nayak244@gmail.com
22	1405060	12000314065	PRATYUSH MUKHERJEE	E C E	M	29-04-1997	7477553945	mukherjee18pratyush@gmail.com
23	1405073	12000314008	Aman Prakash	E C E	M	26-08-1994	7903528137	amanprakash2694@gmail.com
24	1405079	12000314033	Dipanwita Koley	E C E	F	02-06-1996	8972593782	dipanwitakoley00@gmail.com

25	1405080	12000314027	DEBANJAN CHANDRA	E C E	M	04-03-1996	8514932960	debanjan.mailme94@gmail.com
26	1405082	12000314059	Nitish Chakraborty	E C E	M	14-12-1995	7699436546	nitishchakravorty@gmail.com
27	1405091	12000314028	Debopam Sinha	E C E	M	05-10-1994	8145096618	debopamsinha9@gmail.com
28	1405118	12000314052	Monika Singh	E C E	F	08-03-1997	7031219885	monika831997@gmail.com
29	1405119	12000314089	Shrijit Rajak	E C E	M	01-11-1995	9932857144	shrijit95@gmail.com
30	1405126	12000314093	SK SOHAN SANIM	E C E	M	02-12-1995	9046260830	sksohansanim@gmail.com
31	1405127	12000314085	Shaunli Mukherjee	E C E	F	03-05-1996	7384285624	shaunlimukherjee48@gmail.com
32	1405174	12000315125	Abhishek Kumar Jha	E C E	M	28-06-1996	8956399656	abhi281996june@gmail.com
33	1405099	12000314082	SAURAV KUMAR	E C E	M	27-01-1996	9851056959	Rajpaswan688@gmail.com
34	1405098	12000314105	Sunil kumar	E C E	M	10-08-1996	9905183332	Kumarsunil1388@yahoo.com
35	1402008	12000714045	KUMAR ADITYA	M E	Male	15-01-1996	9614888411	kr.aditya002@gmail.com
36	1402018	12000714077	Rahul Kumar	M E	Male	11-06-1997	7074174651	rahulvatsa1@yahoo.com
37	1402020	12000714041	Gaurav kumar	M E	Male	08-05-1995	7549217270	Gk225260@gmail.com
38	1402030	12000714030	BINAY KUMAR	M E	Male	27-01-1996	9431688690	binaykumar3903@gmail.com
39	1402035	12000714074	Priyanshu Singh	M E	Male	29-09-1995	7098687041	punitsingh290995@gmail.com
40	1402042	12000714056	MD TASLIM AKHTER	M E	Male	12-07-1995	8906172211	taslim147@gmail.com
41	1402043	12000714053	Md Meel Hussain	M E	Male	03-01-1995	8509270501	meelhussain786@gmail.com
42	1402049	12000714083	Ranitabh Mallick	M E	Male	21-09-1996	7890652469	ronmallick1996@rediffmail.com
43	1402052	12000714106	Siddhartha Sajjan	M E	Male	28-07-1996	7074036466	sidsajjan@gmail.com
44	1402053	12000714062	NILAY KUMAR	M E	Male	05-10-1997	7004091349	nilay_kumar99@rediffmail.com
45	1402056	12000714031	BISHAL KARMAKAR	M E	Male	05-01-1997	9800372718	bishal.karmakar05@gmail.com
46	1402058	12000714091	SAHEB MAHAMMAD	M E	Male	14-08-1996	9734819090	smahammad23@gmail.com
47	1402096	12000714120	VIKASH KUMAR	M E	Male	24-10-1996	9631706001	johnsonjohnson079@gmail.com
48	1402115	12000714057	MOHD ASIF KHAN	M E	Male	28-11-1997	9851056372	khan1402115@gmail.com
49	1402152	12000715134	Madhusri Pal	M E	Female	04-09-1993	8513022159	madhusripal@gmail.com
50	1402153	12000715145	SASWATA MUKHERJEE	M E	Male	20-04-1993	9475172147	subirsaswata@rediffmail.com
51	Diploma		RANAJAY CHATTERJEE	ME	Male		8513018359	ranajoychatterjee26@gmail.com
52	Diploma		ARKA BANDYOPADHYAY	EE	Male		9300781009	arka40000@gmail.com



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

Dear DIPANWITA KOLEY,

With reference to campus placement drive held at your institution dated 12th Jan, 2018, you are selected for the Training program followed by your employment.

You will undergo one month in house technical class room training followed by two months of on Job Training (OJT).

Your DOJ will be 15th Oct, 2018

Post your completion of your training your cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum with other benefits.

Presently, your place of posting will be Bhubaneswar (Odisha). Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/ overseas as decided by the management in the interest of the company.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.



Dipanwita Koley
Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

Dear DEBANJAN CHANDRA,

With reference to campus placement drive held at your institution dated 12th Jan, 2018, you are selected for the Training program followed by your employment.

You will undergo one month in house technical class room training followed by two months of on Job Training (OJT).

Your DOJ will be 15th Oct, 2018

Post your completion of your training your cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum with other benefits.

Presently, your place of posting will be Bhubaneswar (Odisha). Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/ overseas as decided by the management in the interest of the company.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.



Debanjan Chandra
Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com, Ph: 7064888888, www.go-speedy-go.com,



A Unit of HIFERK TECHNOLOGIES PVT LTD

Date: 17th Jan, 2018

Dear NITISH CHAKRABORTY,

With reference to campus placement drive held at your institution dated 12th Jan, 2018, you are selected for the Training program followed by your employment.

You will undergo one month in house technical class room training followed by two months of on Job Training (OJT).

Your DOJ will be 15th Oct, 2018

Post your completion of your training your cost to company will be INR 4,12,000/- (Four Lakh and Twelve Thousand Only) per annum with other benefits.

Presently, your place of posting will be Bhubaneswar (Odisha). Your place of work may change in case of any relocation of the company's offices. You are further liable to be transferred to any part within the country/ overseas as decided by the management in the interest of the company.

Please sign the duplicate copy of this letter and return the same in confirmation of your acceptance of the offer letter and all other terms and conditions as stated therein.

Wishing you all the best, and welcoming you to our organization for a long standing relationship.

Sincerely,

GO SPEEDY GO
HUMAN RESOURCES

I, hereby, agree to abide by the terms and conditions of this offer letter.



Nitish Chakraborty
Signature of the Candidate

GO SPEEDY GO, B-36, Chandaka Industrial Estate, Bhubaneswar, Khurda, Odisha, India, 751024.
Email: hr@go-speedy-go.com , Ph: 7064888888, www.go-speedy-go.com,