STUDENT SUPPORT AND PROGRESSION

TRIDENT ACADEMY OF TECHNOLOGY (TAT), BHUBANESWAR

CRITERIA – 5



5.1.3 ***Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years***

TRIDENT ACADEMY OF TECHNOLOGY (TAT),

BHUBANESWAR-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 02.12.2022

This is to inform you that a Pre-Placement Training Programme will be conducted on 9th December 2022 for 5th semester B.Tech, 3rd Semester MBA and MCA at Auditorium (Block-5) as per given schedule:

Sl No	Department	Time
1	Bio-Technology	10:30 AM to 12:00 Noon
2	Mechanical & Civil	10:30 AM to 12:00 Noon
3	Electrical Engineering	10:30 AM to 12:00 Noon
4	EEE & ETC	10:30 AM to 12:00 Noon
5	Computer Science Engineering	1:30 PM to 3:00 PM
6	Computer Science & Technology	1:30 PM to 3:00 PM
7	Information Technology	1:30 PM to 3:00 PM
8	MBA	3:30 PM to 5:00 PM
9	MCA	3:30 PM to 5:00 PM

It is compulsory for all the students to attend the training session without fail.

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Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Mr. Dinesh Sahoo (NIYATI)**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE & TIME	**09.12.2022 & 10.30 AM to 5.00 PM**

On December 09, 2022, Trident Academy of Technology conducted a Pre-Placement Training Programme at the Auditorium (Block-5) by **Mr. Dinesh Sahoo (NIYATI)**. The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The Bio-Tech, Mechanical,Civil, EEE and ETC students attended from 10:30 AM to 12:00 Noon, while Computer Science Engineering and Computer Science & Technology students participated from 1:30 PM to 3:00 PM. MBA and MCA students joined the final session from 3:30 PM to 5:00 PM. Attendance was mandatory to enhance students' employability skills and preparation for job placements.



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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Bio-Technology Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289001	CAMELLIA GHOSH	
2	1901289002	KAJOL BEHERA	
3	1901289003	NIKHIL PRADHAN	
4	1901289004	RITUPARNA NAYAK	
5	1901289005	RIYA SHARMA	
6	1901289006	SHRUTI PRAGYAN TRIPATHY	
7	1901289007	SIDDHARTH DAS	

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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289391	ABHINASH JENA	
2	1901289392	AMIT GHOSHAL	
3	1901289393	ASWINI KUMAR SAHU	
4	1901289394	BIKASH JHANKAR	
5	1901289395	HARSH PASWAN	
6	1901289396	KRISHNA KANTA MURMU	
7	1901289397	MANMOHAN MAHANTA	
8	1901289398	MD. SAHIL	
9	1901289399	PRABHUPRABINA SWAIN	
10	1901289400	PRABIN KUMAR BISOYI	
11	1901289401	RAJESH KUMAR PRADHAN	
12	1901289402	RAJESH KUMAR SAMAL	
13	1901289403	RASHMI RANJAN DAS	
14	1901289404	SANGRAM PRADHAN	
15	1901289405	UTKARSH	
16	2021289066	ABHISHEK RAY	
17	2021289067	AYUSH HALI	
18	2021289068	BALARAM SWAIN	
19	2021289069	LAXMINARAYAN SWAIN	
20	2021289070	MANISH KUMAR NAYAK	
21	2021289071	SANKET ACHARYA	
22	2021289072	SOURESH CHATTERJEE	
23	2021289073	ABHISEK MOHANTY	
24	2021289074	BRUNDABAN DALEI	
25	2021289075	DINESH SHARMA	
26	2021289076	DURGA PRASAD BHAL	
27	2021289077	PRATYUSH KUMAR MOHANTY	
28	2021289078	SAGAR KUMAR YADAV	
29	2021289079	SWASTIK PRUSTY	

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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Civil Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289008	A ROHAN KUMAR SUBUDHI	A ROHAN
2	1901289009	A SOHAN KUMAR SUBUDHI	Sohan Kumar Subudhi
3	1901289010	AJAY PRATAP SINGH	Ajay Singh
4	1901289011	ANKIT ROUT	ANKIT ROUT
5	1901289012	ARVIND KUMAR	ARVIND KUMAR
6	1901289013	BHESAJ KUMAR SAHU	Bhesaj Sahu
7	1901289014	JANGYA PRAKASINI ROUT	Jangya Rout
8	1901289015	KALINGAKETAN JENA	Kalinga Jena
9	1901289016	KRISHNA KUMAR SINGH	Krishna kumar
10	1901289017	NIKHIL KUMAR PRAMANIK	Nikhil kumar
11	1901289018	NISHITA PANDA	Nishita Panda
12	1901289019	NITISH KUMAR MOHANTY	Nitish Kumar Mohanty
13	1901289020	PUJAMAYEE PARIDA	Pujamayee Parida
14	1901289021	SAHIL BALASAMANTA	Sahil Balasamanta
15	1901289022	SHATABDI MOHANTY	Shatabdi Mohanty
16	1901289023	SRITAM DEHURY	Sritam Dehury
17	1901289024	SUBHAM NANDA	Subham Nanda
18	1901289025	SUDAN SINGH	Sudan Singh
19	1901289026	SWAPNAM SOURAV DALAI	Swapnam
20	1901289027	SASWATI SWAIN	Saswati Swain
21	2021289001	ABHISEKH PAL	Abisek Pal
22	2021289002	AMRUTA DASH	Amruta Dash
23	2021289003	JYOTI ADITYA SAHU	Jyoti Sahu.
24	2021289004	M R SUBHANGI	M.R Subhangi
25	2021289005	MANISHA NAIK	MANISHA NAIK
26	2021289006	MOHAN SHARMA	Mohan Sharma
27	2021289007	NISHANT SWAIN	Nishant
28	2021289008	PAYAL NAG	Payal Nag
29	2021289009	RITIK ROSHON BEURA	Ritik Roshon Beura
30	2021289010	SUBHAM DEBNATH	Subham debnath

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31	2021289011	SUPRIYA KUMAR RATH	Supriya ku Rath
32	2021289012	AVINASH PRADHAN	Avinash Pradhan
33	2021289013	BHAGIRATHI JAYSINGH	Bhagirathi Jaysingh
34	2021289014	DHIRAJ KUMAR PRADHAN	Dhiraj Ku. Pradhan
35	2021289015	PRAGATI BEHERA	Pragati Behera
36	2021289016	PRERANA BEHERA	Prerana Behera
37	2021289017	SITIBARNA SABUT	SitiBarang
38	2021289018	SUSMITA PATI	Susmita Pati
39	2121289019	ABHIJIT DAS	Abhijit Das
40	2121289020	ARPITA PRIYADARSHINI	Arpita
41	2121289021	BIBEK KUMAR JAGDEV	Bibek Jagdev
42	2121289022	BIBEKANANDA GADANAYAK	Bibekananda
43	2121289023	PRITISHNA BISWAL	Pritishna Biswal
44	2121289024	PRIYABRATA PADHI	Priyabrata Padhi
45	2121289025	SRIRAM ABHISHEK	Sriram Abhishek
46	2121289026	SUBHALAXMI SAHOO	subhalaxmi Sahoo
47	2121289027	ABHISHEK PARIJA	Abhishek Parija
48	2121289028	ABINASH SAMAL	Abinash Samal

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(ELECTRICAL ENGINEERING)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289280	AMIT NAYAK	A. Nayak
2	1901289281	ANSUMAN PANDA	Ansuman Panda
3	1901289282	DEEPAK KUMAR SINGH	DeePaK Ki sing
4	1901289283	JUVIN JASHWANT SUNDARAY	Juvin Jashwant Sundaray
5	1901289284	LIPUN CHOUDHURY	Lipun Choudhury
6	1901289285	RAKESH SATAPATHY	Rakesh Satapathy
7	1901289286	SIBAPRASADA BEHERA	SIBAPRASADA BEHERA
8	1901289287	SURAJ KUMAR HOTA	Suraj ku. Hota
9	2021289052	NUTAN PRASAD NAYAK	Nutan Prasad Nayak
10	2021289053	SIDHARTH RAJ	Sidharth Raj
11	2021289054	BISHAL RAY	B Ray
12	2021289055	MANJEET ROSHAN PRADHAN	Manjeet Roshan Pradhan
13	2121289029	AMRUT ANUBHAV DAS	Amrut Anubhav Das
14	2121289030	ANKITA PANDA	Ankita Panda
15	2121289031	ATANU SABYASACHI SAMANTA	Atanu Sabyasachi Samanta
16	2121289032	CHINMAY KUMAR NAYAK	Chinmay Kumar nayak
17	2121289033	HARAPRIYA PRUSTY	H. Prusty
18	2121289034	JYOSHNAMAYEE SUNA	Jyoshnamayee Suna
19	2121289035	SANTANU DAS	
20	2121289036	SUBHAMJYOTI BISWAL	S. Biswal

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.((Electrical & Electronics Engineering))

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289288	ABHIJEET SAHOO	A Sahoo
2	1901289289	ABHISEK NANDA	Abhisek nanda
3	1901289290	ABINASH ROUTRAY	A. Routray
4	1901289291	ADITYA NARAYAN DHAR	A.N. Dhar
5	1901289292	AMIT SINGH	Amit Singh
6	1901289293	ANANYA MOHAPATRA	A. Mohapatra
7	1901289294	ANIL KUMAR MALLICK	Anil. K. Mallick
8	1901289295	ANKITA PATI	Ankita Pati
9	1901289296	ANKITA PRIYADARSHANI	A. Priyadarshani
10	1901289297	ANURAG PRADHAN	Anurag Pradhan
11	1901289298	BIBECHITA SAHOO	B. Sahoo
12	1901289299	BISWAJEET JENA	B. Jena
13	1901289300	CHINMAYEE DUTTA	Chinmayee Dutta
14	1901289301	DEBABRATA SI	Debabrata Si
15	1901289302	DEBASHIS NAYAK	Debashis nayak
16	1901289303	DEBASMITA DEY	Debasmita dey
17	1901289304	DIBYA PRAKASH PANDA	Dibya prakash Panda
18	1901289305	GOURAB SAHU	Gourab Sahu
19	1901289306	HARAPRASAD RATH	Haraprasad rath
20	1901289307	IPSITA PANDA	IPSita Panda
21	1901289308	KRISHNA SATPATHY	Krishna Satpathy
22	1901289309	KUMAR PRALAYA RANJAN	K. Pralaya ranjan
23	1901289310	MANOJ KUMAR ROUT	Manoj Kr Rout
24	1901289311	MANORANJAN MAJHEE	manoranjan majhee
25	1901289312	MANORANJAN MALLICK	manoranjan Mallick
26	1901289313	MD ZAFFAR AHMAD	MD. Zaffar Ahmad
27	1901289314	MILLAN KUMAR KHILAR	M. K. Khilar
28	1901289315	NIJHUM ACHARYA	Nijhum Acharya
29	1901289316	NIKHIL KUMAR	Nikhil Kumar
30	1901289317	PADMAJA DORA	Padmaja Dora

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31	1901289318	PRABHANJAN SAHU	Prabhanjan Sahu
32	1901289319	PRAGNYA MISHRA	Pragnya Mishra
33	1901289320	PRATIK ANAND	P. Anad
34	1901289321	PRIYANKA PRAHARAJ	P. PRAHARAJ
35	1901289322	PRIYANSHU DAS	Priyanshu Das
36	1901289323	RAJESH MAHAPATRA	Rajesh Mahapatra
37	1901289324	RUDRA NARAYAN BEHERA	Rudra Narayan.
38	1901289325	RUDRASIS BISWAJIT	Rudrasis Biswajit
39	1901289326	SAUMES PRAKASH SAHOO	Saumes P. Sahoo
40	1901289327	SHREEMANT JAISWAL	Shreemant Jaiswal
41	1901289328	SHUBHAM KUMAR TIWARY	S. Kumar Tiwary
42	1901289329	SIDDHARTH KUMAR	Siddharth Kumar
43	1901289330	SIMRAN MOHANTY	Simran Mohanty.
44	1901289331	SMITANJALI DAS	S. Das
45	1901289332	SOUMYA RANJAN PARIDA	Soumya ranjan parida
46	1901289333	SOUMYA SASWAT SAHOO	Soumya S. S.
47	1901289334	SUBHALAXMI NAYAK	Subhalaxmi Sahoo
48	1901289335	SUBHAM KUMAR	Subham kumar
49	1901289336	SUCHITRA SAHOO	Suchitra Sahoo
50	1901289337	SUVAM RAY	Suvam Ray
51	1901289338	SWARAJ KUMAR SWAIN	Swaraj K Swain
52	1901289339	SWAYAMDEEPTA SWAIN	S. Swain
53	1901289340	TAPASWINI MOHAPATRA	Tapaswini Mohap.
54	1901289341	YOGESH AGRAWAL	Yogesh Agrwl
55	1901289342	YUGAL D. DEKATE	Yugal. D. K
56	2021289056	RAJESH KUMAR SAHOO	Rajesh Kumar Sahoo.
57	2021289057	SHIBASRIT MALLICK	S. mallick
58	2021289058	SOURAV KUMAR	SouRavkumark
59	2021289059	ABHISEK NANDA	Abhisek. N
60	2021289060	ASHUTOSH NAYAK	Ashutosh Nayak.
61	2021289061	NIKITA MOHANTY	Nikita Mohanty
62	2021289062	RISHITA PRIYADARSHINI SAHOO	Rishita P. Sahoo
63	2021289063	SUBHENDU SAHU	Subhendu Sahu
64	2121289045	ASHIS KUMAR MOHANTY	Ashis Mohanty
65	2121289046	BABLU KUMAR SINGH	B. K. SINGH
66	2121289047	DIBYA DARSAN	Dibya Darsan

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67	2121289048	RAHUL RANJAN	Rahul Ranjan
68	2121289049	DEEPAK KUMAR SINGH	D.K singh
69	2121289050	KUNDAN MAHATO	Kundan Mahato
70	2121289051	PREETISH GAUTAM DEHURY	Preetish G. Dehury
71	2121289052	BISWAJIT DAS	Biswajit das
72	2121289053	SUSHIL KUMAR SWAIN	Sushil Kumar Swain
73	2121289054	VARUN KUMAR	Varun Kumar
74	2121289055	KAMALAKANTA SAMAL	Kamalakanta Samal
75	2121289056	SASWAT KHATAI	Saswat Khatai
76	2121289057	SUNIL KUMAR MUNDA	Sunil Kumar Munda

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289288	ABHIJEET SAHOO	
2	1901289289	ABHISEK NANDA	
3	1901289290	ABINASH ROUTRAY	
4	1901289291	ADITYA NARAYAN DHAR	
5	1901289292	AMIT SINGH	
6	1901289293	ANANYA MOHAPATRA	
7	1901289294	ANIL KUMAR MALLICK	
8	1901289295	ANKITA PATI	
9	1901289296	ANKITA PRIYADARSHANI	
10	1901289297	ANURAG PRADHAN	
11	1901289298	BIBECHITA SAHOO	
12	1901289299	BISWAJEET JENA	
13	1901289300	CHINMAYEE DUTTA	
14	1901289301	DEBABRATA SI	
15	1901289302	DEBASHIS NAYAK	
16	1901289303	DEBASMITA DEY	
17	1901289304	DIBYA PRAKASH PANDA	
18	1901289305	GOURAB SAHU	
19	1901289306	HARAPRASAD RATH	
20	1901289307	IPSITA PANDA	
21	1901289308	KRISHNA SATPATHY	
22	1901289309	KUMAR PRALAYA RANJAN	
23	1901289310	MANOJ KUMAR ROUT	
24	1901289311	MANORANJAN MAJHEE	
25	1901289312	MANORANJAN MALLICK	
26	1901289313	MD ZAFFAR AHMAD	
27	1901289314	MILLAN KUMAR KHILAR	
28	1901289315	NIJHUM ACHARYA	
29	1901289316	NIKHIL KUMAR	
30	1901289317	PADMAJA DORA	
31	1901289318	PRABHANJAN SAHU	

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32	1901289319	PRAGNYA MISHRA	
33	1901289320	PRATIK ANAND	
34	1901289321	PRIYANKA PRAHARAJ	
35	1901289322	PRIYANSHU DAS	

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Bhubaneswar-751024

Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289028	ABHIJIT NANDA	Abhijit Nanda
2	1901289029	ABHILASH MOHANTY	Abhilash Mohanty
3	1901289030	ABHINAV GUPTA	Abhinav Gupta
4	1901289031	ABHISEK AICH	Abhisek
5	1901289032	ABHISHEK KUMAR	Abhishek Kumar
6	1901289033	ACHYUTA PRASAD LENKA	Achyuta Prasad Lenka
7	1901289034	ACOSMICA MISHRA	ACOSMICA Mishra
8	1901289035	ADARSH KUMAR	Adarsh
9	1901289036	ADITI MISHRA	Aditi Mishra
10	1901289037	ADITYA RAJ	Aditya Raj
11	1901289038	ADYASHA TRIPATHY	Adyasha Tripathy
12	1901289039	AKASH KUMAR PRADHAN	Akash Kumar Pradhan
13	1901289040	AKASH KUMAR SAHOO	Akash Kumar Sahoo
14	1901289041	AKASH KUMAR SINGH	AKASH KUMAR SINGH
15	1901289042	ALAKANANDA SAHOO	Alakananda Sahoo
16	1901289043	ALKA MAHARATHA	Alka Maharatha
17	1901289044	AMAN KUMAR	Aman kumar
18	1901289045	AMISHA DASH	Amisha Dash
19	1901289046	AMIT KUMAR DASH	Amit kumar Dash
20	1901289047	AMIYA GHADEI	Amiya Ghadei
21	1901289048	AMLIKA ROUTRAY	AMLIKA Routray
22	1901289049	AMRITSAI MOHARANA	Amritsai Moharana
23	1901289050	ANGELINA MAHARANA	Angelina Mahara
24	1901289051	ANIL KUMAR SINGH	Anil Kumar Singh
25	1901289052	ANIMESH PATTNAIK	Animesh Pattn
26	1901289053	ANKIT SINHA	Ankit Sinha
27	1901289054	ANKITA DASH	Ankita Dash
28	1901289055	ANKITA NAYAK	Ankita Nayak
29	1901289056	ANKUR JAYASINGH	Ankur Jaya Singh
30	1901289057	ANTARYAMI MOHARANA	Antaryami Moharana
31	1901289058	ANUBHABI DAS	Anubhabi Das

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32	1901289059	ANURAG MISHRA	Anurag Mishra
33	1901289060	ANURAG SATAPATHY	ANURAG SATAPATHY
34	1901289061	ARGHADIP DAS	Arghadip Das
35	1901289062	ARPITA NAYAK	Arpita Nayak
36	1901289063	ARYA ABINASH	Arya Abinash
37	1901289064	ASHUTOSH BEHERA	Ashutosh Behera
38	1901289065	ASHUTOSH MOHAPATRA	Ashutosh Mohapatra
39	1901289066	ASHUTOSH ROUTARAY	Ashutosh Routaray
40	1901289067	ASIM GOPE	Asim Gope
41	1901289068	ASUTOSH BARAL	Asutosh Baral
42	1901289069	ASUTOSH SAHOO	Asutosh Sahoo
43	1901289070	AVIRUP DE	Avirup De
44	1901289071	AYASKANTA PARIDA	Ayaskanta
45	1901289072	AYESHA FIRDUSH	Ayesha Firdush
46	1901289073	AYESHKANT MALLICK	Ayeshkant Mallick
47	1901289074	AYUSH MAHAPATRA	Ayush Mahapatra
48	1901289075	AYUSI MISHRA	Ayusi Mishra
49	1901289076	BADAL KUMAR BEHERA	Badal Ku Behera
50	1901289077	BANSHITA MISHRA	Banshita mishra
51	1901289078	BARSHA RANI NAYAK	Barsha Rani Nayak
52	1901289079	BASUNDHARA MOHANTY	Basundhara mohanty
53	1901289080	BHANU PRATAP DAS	Bhanu pratap Das
54	1901289081	BINAYAK MISHRA	Binayak mishra
55	1901289082	BISHAL GHOSH	Bishal Ghosh
56	1901289083	BISWAJIT PRADHAN	Biswajit Pradhan
57	1901289084	CHIDANANDA PARIDA	chidananda parida
58	1901289085	CHINMAYA NAYAK	chinmaya nayak
59	1901289086	CHINMAYA SATPATHY	chinmaya satpathy
60	1901289087	CHINMAYEE PANI	Chinmayee PATI
61	1901289088	DEBA JYOTI PILA	Deba jyoti pila
62	1901289089	DEBABRATA PATI	Debabrata Pati
63	1901289090	DEBADUTTA DEY	Debadutta Dey
64	1901289091	DEBADUTTA PRADHAN	Debadutta Pradhan
65	1901289092	DEBASHISH MAHATO	Debashish Mahato
66	1901289093	DEBIPRASANNA PATTANAIK	Debiprasanna Pattnaik
67	1901289094	DEEPANKAR MALI	Deepankar Mali

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68	1901289095	DHARASHREE PATTANAYAK	Dharashree Pattanayak
69	1901289096	DHARITRI DAS	Dharitri Das
70	1901289097	DIBYA JYOTI PATRA	Dibya Jyoti Patra
71	1901289098	DIBYAJIT PANDA	Dibyajyoti Panda
72	1901289099	DIBYAJYOTI PARIDA	Dibyajyoti Parida
73	1901289100	DIBYENDU KAR	Dibyendu kar
74	1901289101	GARIMA SINGH	Garima singh
75	1901289102	GURUDUTTA BARAL	Gurudatta Baral
76	1901289103	GYANESH KUMAR BEHERA	Gyanesh Behera
77	1901289104	HARDHIK MAHARANA	Hardhik Maharana
78	1901289105	HIMANSHU HOTA	Himanshu Hota
79	1901289106	HIMANSHU KESHRI	Himanshu Keshri
80	1901289107	HITANSHU JENA	Hitanshu Jena
81	1901289108	JANHABI SWAIN	Janhabi Swain
82	1901289109	JYOTI BIKASH PAUL	Jyotibikash paul
83	1901289110	JYOTI RANJAN OJHA	Jyoti Ranjan Ojha
84	1901289111	JYOTIRMAYA NAYAK	Jyotiramaya Nayak
85	1901289112	JYOTIRMAYEE DASH	Jyotirmayee Dash
86	1901289113	KAMAL NAYAN SWAIN	Kamal Swain
87	1901289114	KIRAN KUMAR BAL	Kiran Kumar Bal
88	1901289115	KSHAMA ANURAG LENKA	Kshama Anurag Lenka
89	1901289116	KUMAR AKASH	kumar akash
90	1901289117	LAKSHMAN KUMAR	Lakhman Kumar
91	1901289118	MAHESH KUMAR DAS	Mahesh Kumar Das
92	1901289119	MD AAMIR ALAM	Md Aamir Alam
93	1901289120	MD. SAJID ALI	MD Sajid Ali
94	1901289121	MONALI MONALISHA SAHOO	Monali Monalisha Sahoo
95	1901289122	MONALISA BOITAI	Monalisa Boitai
96	1901289123	MOUSUMI MOHAPATRA	Mousumi Mohapatra
97	1901289124	NAGENDRA KUMAR MEHER	Nagendra Meher
98	1901289125	NAINALI NANDA	Nainali Nanda
99	1901289126	OM PRAKASH SAMAL	Om Prakash Samal
100	1901289127	PABITRA BEHERA	Pabitra Behera
101	1901289128	PADMINI PRIYADARSINI MISHRA	Padmini Priyadarsini Mishra
102	1901289129	POOJA PAUL	POOJA PAUL
103	1901289130	PRAKASH CHANDRA SINGH	Prakash Chandra Singh

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104	1901289131	PRALAYA KUMAR SWAIN	Pralaya Ku. Swain
105	1901289132	PRANAY RAJ	PRANAY RAJ
106	1901289133	PRATIGNYA PRODAR	Pratignya Prodar
107	1901289134	PRATIK JENA	P. JENA
108	1901289135	PRATIK KUMAR	Pratik Kumar
109	1901289136	PRATIK SAHU	PRATIK SAHU
110	1901289137	PRATIKSHYA GOCHHAYAT	Pratiksha Gochhayat
111	1901289138	PRATYUSH MOHANTY	Pratyush Mohanty
112	1901289139	PRINCE KUMAR RAY	Prince Kumar Ray
113	1901289140	PRITISHA DAS	Pritisha Das
114	1901289141	PRIYABRATA JENA	Pritisha Das
115	1901289142	RAHUL ROUTRAY	Rahul Routray
116	1901289143	RAJAT RAJ	Rajat Raj
117	1901289144	RAJESH MISHRA	Rajesh Mishra
118	1901289145	RAJSUKH MOHANTY	Rajsukh Mohanty
119	1901289146	RIDHIMA RANJINI	Ridhima Ranjini
120	1901289147	RISHAB RATH	Rishab Rath
121	1901289148	RITIK KUMAR SAHOO	RITIK KUMAR SAHOO
122	1901289149	RUDRAKSH SHARMA	Rudraksh Sharma
123	1901289150	SAGAR PATTANAIK	SAGAR PATTANAIK
124	1901289151	SAI ANWESHA JENA	Sai Anwesha Jena
125	1901289152	SAI SATISH PILLA	Sai Satish pilla
126	1901289153	SAMBIT BEHERA	Sambit Behera
127	1901289154	SAMBIT KUMAR NAYAK	Sambit Kumar Nayak
128	1901289155	SAMIKHYA MISHRA	Samikhya Mishra
129	1901289156	SANTOSH KUMAR DALAI	Santosh Dalai
130	1901289157	SARMISTHA DAS	Sarmistha Nayak
131	1901289158	SATAYAJIT RAY	Satyajit Ray
132	1901289159	SATYA PRAKASH MOHANTY	Satya Prakash Mohanty
133	1901289160	SATYAM RAJ	SATYAM RAJ
134	1901289161	SHABAZ ALI	Shabaz Ali
135	1901289162	SHAIKH ZEESHAN HUSSAIN	Shaikh zeeshan hussain
136	1901289163	SHIV KUMAR MALLIK	Shiv Ku. Mallik
137	1901289164	SHOBHAN KUMAR GOUR	SHOBHAN Ku. GOUR
138	1901289165	SHRADHA SUMAN	Shradha Suman
139	1901289166	SHREYA JENA	SHREYA JENA

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140	1901289167	SHREYASHEE MALLICK	Shreyashee Mallick
141	1901289168	SHUVAM DASH	Shuvam Dash
142	1901289169	SHWETA SHRIYA	Shweta Shriya
143	1901289170	SMRUTISIKHA PANDA	Smruti Panda
144	1901289171	SOMYA RANJAN ACHARYA	Somya Ran. Ach
145	1901289172	SOUBHAGYARANJAN ROUTRAY	Soubhagya Routray
146	1901289173	SOUMYA PRIYADARSHINI	Soumya priyadarshi
147	1901289174	SOUMYA RANJAN SAMAL	Soumya Ranjan Samal
148	1901289175	SOUMYA RUP SHEE	Soumya Rup Shee
149	1901289176	SOURAV GOUDA	Sourav
150	1901289177	SOURAV KUMAR DASH	Sourav kumar Dash
151	1901289178	SOURAV KUMAR PATRA	Sourav Kumar Patra
152	1901289179	SOURAV KUMAR SAHOO	Sourav Ku. Sahoo
153	1901289180	SOURJYA SWARUP SAHOO	Sourjya Swarup
154	1901289181	SRADHASIS JETHY	Sradhasis Jethy
155	1901289182	SRIKANTA PARIDA	Srikanta Parida
156	1901289183	STHITIPRAGYAN NAYAK	Sthitipragyan Nayak
157	1901289184	SUBHADIP RANA	Subhadip Rana
158	1901289185	SUBHAKANTA SATAPATHY	Subhakanta Satapathy
159	1901289186	SUBHAM SWAPNENDU JENA	Subham Swapnendu Jena
160	1901289187	SUBHASHREE MALLICK	Subhashree Mallick
161	1901289188	SUBHRAJYOTI SAHOO	Subhrajyoti Sahoo
162	1901289189	SUDHIR KUMAR	SUDHIR KUMAR
163	1901289190	SUMAN PANDA	Suman Panda
164	1901289191	SUMIT TIWARI	Sumit Tiwari
165	1901289192	SUSHIL KUMAR GOUDA	Sushil Kumar Gouda
166	1901289193	SUSHREE SUBHASHREE MOHAPATRA	Sushree Subhashree Moh
167	1901289194	SWARUP KUMAR SAHOO	SWARUP KU. SAHOO
168	1901289195	SWAYANSU SATYAPRANGYA DAS	Swayan Satya
169	1901289196	TANIYA ASGAR	Taniya Asgar
170	1901289197	TANMAY RANJAN NAYAK	Tanmay Ran N
171	1901289198	TANUSHREE DEY	Tanushree Dey
172	1901289199	TUNISHA CHOUDHARY	Tunisha Choudhary
173	1901289200	VIVEKANANDA NAYAK	Vive Nayak
174	1901289201	YASH DIVYANSHU	Yash Divyanshu
175	1901289202	ADITI MISHRA	Aditi Mishra

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176	1901289203	ARJIT KUMAR DAS	Arjit Das
177	1901289204	BANITA DAS	Banita Das
178	1901289205	IPSITA PRIYADARSHINI JENA	Ipsita Jena
179	1901289206	PIYUSH KUMAR PRUSTY	Piyush Kumar Prusty
180	1901289207	SAGAR MOHANTY	Sagar Mohanty
181	1901289208	SANJANA MOHAPATRA	Sanjana Mohapatra
182	1901289209	SOUMYA RANJAN BEHERA	Soumya Ranjan Behera
183	1901289210	TARUN KUMAR SAHOO	Tarun Kumar Sahoo

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science & Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289211	ABHIJEET SAHOO	
2	1901289212	ABHILIPSA PARIDA	
3	1901289213	ABHISHEK PADHI	
4	1901289214	AKASH SWAIN	
5	1901289215	AMRIT PANIGRAHY	
6	1901289216	AMRITA MANDAL	
7	1901289217	ANANYA BAL	
8	1901289218	ANIKET NAYAK	
9	1901289219	ANIL KUMAR BEHERA	
10	1901289220	ANISHA MOHANTY	
11	1901289221	ANJALI KISAN	
12	1901289223	ARPITA DASH	
13	1901289224	ASHISH RANJAN PRADHAN	
14	1901289225	ASHISH SENAPATI	
15	1901289226	BALARAM SAHOO	
16	1901289227	BARSHARANI MOHANTY	
17	1901289228	BIKASH RANJAN NAYAK	
18	1901289229	BINAYA KUMAR MOHANTY	
19	1901289230	CHINMAY KUMAR PANDA	
20	1901289231	DIBYAJYOTI SAHOO	
21	1901289232	DIPANKAR DUTTA	
22	1901289233	HARA PRASAD PATRA	
23	1901289234	HAREKRUSHNA SAHOO	
24	1901289235	HIMANSHUSHEKHAR SWAIN	
25	1901289236	JYOTI PRAKASH PATRA	
26	1901289237	JYOTIPRAKASH JENA	
27	1901289238	KAPURAMANI SOREN	
28	1901289240	LOPAMUDRA PRADHAN	
29	1901289241	M. SAI SIMRON	
30	1901289242	MAHESH BEHERA	
31	1901289243	MONALISHA BHUYAN	
32	1901289244	MUKESH KUMAR MAHARANA	
33	1901289245	NIKHIL KUMAR RAY	
34	1901289246	OMPRAKASH SAHOO	
35	1901289247	PRAGYAN PRAVA SWAIN	
36	1901289248	PRASUN MUKHERJEE	
37	1901289249	RAJAT KUMAR DWARI	
38	1901289250	RANJIT KUMAR PATRA	

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39	1901289251	ROMIT RANJAN RAY	Romit Ranjan Ray
40	1901289252	SAGAR GAUTAM PANDA	SAGAR GAUTAM PANDA
41	1901289253	SAKET KASHYAP	Saket Kashyap
42	1901289254	SASWATI PATRA	Saswati Patra
43	1901289255	SATYAM NAYAK	Satyam Nayak
44	1901289256	SAURAV KUMAR SAHOO	Saurav Kumar Sahoo
45	1901289257	SEIKH SHAMMA	Seikh Shamma
46	1901289258	SHARMISTHA BEHERA	Sharmistha Behera
47	1901289259	SHIVAM AYUSH	Shivam Ayush
48	1901289260	SHREYAN PRAKASH DORA	Shreyan Dora
49	1901289261	SIBASISH PAL	Sibasish Pal
50	1901289262	SMRUTI RANJAN POLAI	Smruti Ranjan Polai
51	1901289263	SMRUTIRANJAN NATH	Smrutiranjan Nath
52	1901289264	SOURAV KRUSHNA PATEL	Sourav Krushna Patel
53	1901289265	SUBHAM KUMAR	Subham Kumar
54	1901289266	SUDESHNA JENA	S. JENA
55	1901289267	SUNIDHI CHATTAR	Sunidhi Chattar
56	1901289269	DEBADAN MOHANTY	Mohanty
57	1901289270	RAJESWAREE BALABANTARAY	Rajeswaree Balabantaray
58	1901289271	SHIBANI MOHAPATRA	Shibani Mohapatra
59	2021289040	SONALI ACHARYA	Sonali Acharya
60	2021289041	RITUPARNA PRADHAN	Rituparna Pradhan

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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289005	RIYA SHARMA	
2	1901289343	ABHISHEK RANJAN	
3	1901289344	ABINASH BEHERA	
4	1901289345	ABINASH KUMAR TRIPATHY	
5	1901289346	AKASH SAHU	
6	1901289347	ANKIT MANGARAJ	
7	1901289348	ANKITA PRUSTY	
8	1901289349	ANSHU GAUTAM	
9	1901289351	ASHIS SHARMA	
10	1901289352	ASHISH KUMAR ROUT	
11	1901289353	ASHUTOSH ACHARYA	
12	1901289354	ASIS PATTANAIK	
13	1901289355	BHOLANATH BARIK	
14	1901289356	BISWA RANJAN DAS	
15	1901289357	BISWAJEET PUTI	
16	1901289358	BISWAJIT ROUT	
17	1901289359	BISWAJIT SAMAL	
18	1901289360	DIBYAJYOTI PATRA	
19	1901289361	HIMANSU RANJAN MALLICK	
20	1901289362	KAMAL ACHARYA	
21	1901289363	KASHISH KUMARI	
22	1901289364	KISHAN KUMAR MAHARANA	
23	1901289365	MD FARID RAZZA	
24	1901289366	MOHIT KUMAR	
25	1901289367	NAMRATA MOHARANA	
26	1901289368	NIKHILESH PANI	
27	1901289369	P KARTHIK KUMAR	
28	1901289370	PRATYARPITA PATTANAIK	
29	1901289371	ROSHAN LAL PRAJAPATI	
30	1901289372	RUMANA BEGUM	
31	1901289374	SAMIKSHA BARIK	
32	1901289375	SARBESWAR NAYAK	
33	1901289376	SAROJ KUMAR RANA	
34	1901289377	SATRUJIT PANI	
35	1901289378	SATYAM KUMAR SINGH	
36	1901289379	SAUMYARANJAN SAHOO	
37	1901289380	SONALEE PRIYADARSHEE	
38	1901289381	SUBHAM SAHOO	
39	1901289382	SUBHAM SUBHRAJIT	
40	1901289383	SUDHIR KUMAR	

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41	1901289384	SULAGNAA PANI	Sulagnaa Pani
42	1901289385	SUNIL KUMAR PANDA	Sunil kumar Panda
43	1901289386	SUPRAVA ROUTRAY	Supraba Routray
44	1901289387	SWARAJ KUMAR SAHOO	Swaraj Kumar Sahoo.
45	1901289388	BINAYAK MOHANTY	Binaik Mohanty.
46	1901289389	SOMANYU SAMAL	Somanyu Samal
47	1901289390	SUPRIYA SATAPATHY	Supriya Satapathy
48	2021289064	AMAN KUMAR BEHERA	Aman Kumar Behera

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	2106289001	AMIT KUMAR SWAIN	Amit Kumar Swain
2	2106289002	ASHES KUMAR SWAIN	ASHESH KUMAR SWAIN
3	2106289003	ASHIS KUMAR BISWAL	Ashish Kumar Biswal
4	2106289004	ASHUTOSH PRADHAN	Ashutosh Pradhan
5	2106289005	ASHUTOSH PRADHAN	Ashutosh pradhan
6	2106289006	BEDAPRAKASH PRUSTY	Bedaprakash Prusty
7	2106289007	BHARGAVI DASH	Bhargavi Dash
8	2106289008	DEBABRATA FATHKAR	Debabrata Fathkar
9	2106289009	DEBASHISH SAHU	Debashish Sahu
10	2106289011	G ADITYA PRASAD PATRO	G Aditya Prasad Patro
11	2106289012	GYANASWINEE NAYAK	Gyanaswinee Nayak
12	2106289013	KAJAL SAHOO	Kajal Sahoo
13	2106289014	MADHURIMA MAHALA	Madhurima Mahala
14	2106289015	MADHUSMITA NAYAK	Madhusmita Nayak
15	2106289016	MADHUSMITA NAYAK	Madhusmita Nayak
16	2106289017	MANOJ KUMAR SAHOO	Manoj Kumar Sahoo
17	2106289019	NITISH NAYAK	Nitish Nayak
18	2106289020	PRADYUMNA SAHOO	Pradyumna Sahoo
19	2106289021	PRATEEKSHYA PATTANAYAK	Prateekshya Pattanayak
20	2106289022	PRITI PRIYADARSHINI KALO	Priti Priyadarshini Kalo
21	2106289023	RAHUL RAMAN BHOL	Rahul Raman Bhol
22	2106289024	RAJNI KUMARI LAGURI	Rajni Kumari Laguri
23	2106289025	ROHAN KUMAR ACHARJYA	Rohan Kumar Acharjya
24	2106289026	RONAK JENA	Ronak Jena
25	2106289027	SAMEER PADHY	Sameer Padhy
26	2106289028	SANGITA BEHERA	Sangita Behera
27	2106289029	SHRABANI KUMARI PANDA	Shrabani Kumari Panda
28	2106289030	SIMRAN NAYAK	Simran Nayak
29	2106289032	SMRUTI REKHA BESHRA	Smruti Rekha Beshra
30	2106289033	SMRUTIREKHA SWAIN	Smrutirekha Swain
31	2106289034	SOURAV PRASAD DAS	Sourav Prasad Das

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32	2106289036	SUBHASHREE SUBHRAJYOTI NAYAK	Subhashree Subhrajyoti nayak
33	2106289037	SUCHISMITA SAHOO	Suchismita Sahoo
34	2106289038	SURYAKANTA TRIPATHY	Suryakanta Tripathy
35	2106289039	YASHASWINEE DASH	Yashaswinee Dash
36	2106289040	DEBASMITA MOHANTY	Debasmita Mohanty
37	2106289041	DIBYAJYOTI MOHANTY	Dibyajyoti Mohanty
38	2106289042	DIPTIMAYEE PARIDA	Diptimayee Parida
39	2106289043	KORUPOLU SAI PRANEETA	Korupolu Sai Praneeta
40	2106289044	LAXMIPRIYA KAR	Laxmipriya Kar
41	2106289045	MAHESWARI BEURA	Maheswari Beura
42	2106289046	MONICA DAS	Monica Das
43	2106289047	PURUSHOTTAM SETHI	Purushottam sethi
44	2106289048	RAJESH BISWAL	Rajesh Biswal
45	2106289049	SASANKA SEKHAR SAHOO	Sasanka Sekhar Sahoo
46	2106289050	SEFALI PRIYADARSINI	Sefali Priyadarsini
47	2106289051	SHEK ALLAUDIN	Shek Allaudin
48	2106289052	SNEHANJANA JENA	Snehanjana Sinha
49	2106289053	SUBASISH SINHA	Subasish sinha
50	2106289054	SUBHASHREE RAY	Subhashree Ray
51	2106289055	SURYA NARAYAN DASH	Surya narayan Dash
52	2106289056	ABHISHEK SWAIN	Abhisek Swain
53	2106289057	KIRAN KUMAR SWAIN	Kiran Kumar Swain
54	2106289058	SUDIPTA JENA	Sudipta Jena
55	2106289059	ABHIRAM DALAI	Abhiram Dalai
56	2106289060	ABINASH SAHU	Abinash Sahu
57	2106289061	AKASH PATTANAYAK	Akash Pattanayak
58	2106289062	ANKIT KUMAR NAYAK	Ankit Kumar Nayak
59	2106289063	ANSHUMAN DAS	Anshuman Das

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Computer Application

Sl. No.	REGD NO	NAME	SIGNATURE
1	2105289013	CHAITANYA LAKRA	Chaitanya Lakra
2	2105289014	CHANDAN KUMAR NAYAK	Chandan Kumar Nayak
3	2105289015	CHINMAY SAHOO	Chinmay Sahoo
4	2105289016	DEBASIS TARAI	Debasis Tarai
5	2105289017	DEEPAK KUMAR BHUTIA	Deepak Kr Bhutia
6	2105289018	DEEPAK KUMAR GOUDA	Deepak Ku Gouda
7	2105289019	DIBYA JYOTIRMAYA MUKHI	Dibya Jyotirmaya Mukhi
8	2105289020	DIBYASUNDAR BEHERA	Dibyasundar Behera
9	2105289021	GEETANJALI MISHRA	Geetanjali Mishra
10	2105289022	IPSITA BEURA	Ipsita Beura
11	2105289023	JACHANIKA SETHY	Jachanika Sethy
12	2105289024	JAGANNATH PALEI	Jagannath Palei
13	2105289025	JYOTIRANJAN LENKA	Jyotiranjan Lenka
14	2105289026	KUMAR CHANDRAKANTA NAYAK	Kumar Chandrakanta Nayak
15	2105289027	MANASI BEHERA	Manasi Behera
16	2105289028	MANOJ KUMAR SAHOO	Manoj Kumar Sahoo
17	2105289029	MANORANJAN SATAPATHY	Manoranjan Satapathy
18	2105289030	MITALI MANASWINI MOHAPATRA	Mitali Manaswini Mohapatra
19	2105289031	NIBEDITA BALA	Nibedita bala.
20	2105289032	NITISH KUMAR ROUTRAY	Nitish Kumar Routray
21	2105289033	PADMA LOCHAN MARNDI	Padma Lochan marndi
22	2105289034	PRADOSH MOHANTY	Pradosh mohanty
23	2105289035	PRAJNYA PARAMITA OJHA	Prajnya Paramita ojha
24	2105289036	PRATIVA DUTTA	Prativa Dutta
25	2105289037	PRATYUSA PARAMITA SASMAL	Pratyusa Paramita Sasmal
26	2105289039	PRAVEEN KUMAR	praveen Kumar
27	2105289040	PRIYABRATA NAYAK	Priyabrata Nayak
28	2105289041	PUSPAKANTA SAHOO	PUSPAKANTA SAHOO
29	2105289042	RAHUL SATAPATHY	RAHUL Satapathy
30	2105289043	RASHMI RANJAN PANDA	Rashmi Ranjan Panda
31	2105289044	RUDRESWAR RANA	Rudreswar rana

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32	2105289045	SASMITA PATI	Sasmita Pati
33	2105289046	SHAKTI SANKAR BEHERA	Shakti Sankar Behera
34	2105289047	SMRUTI RANJITA SAHOO	Smruti Ranjita Sahoo.
35	2105289048	SMRUTIKANTA SWAIN	Smrutikanta Swain
36	2105289049	SMRUTIPRANGYA SAHOO	Smrutiprangya Sahoo
37	2105289050	SOMYA BHARATI SWAIN	Somya bharati Swain
38	2105289051	SOURAV BEHURIA	Sourav Behuria.
39	2105289052	SRISTYSUMAN DASH	Sristysuman Dash
40	2105289053	SUBHASHREE PRADHAN	Subhashree Pradhan
41	2105289054	SUBHASREE SATAPATHY	Subhasree Satapathy
42	2105289055	SUDARSAN PARIDA	Sudarsan parida
43	2105289056	SUDIPTA RANJAN PATRA	Sudipta ranjan Patra
44	2105289057	SURAJ BISWAS	Suraj Biswas
45	2105289058	SURAJ KUMAR BHOI	Suraj Kumar Bhoi
46	2105289059	SURYAKANT BARIK	Surya Kr Barik
47	2105289060	UPENDRA BAHINIPATI	Upendra Bahinipati
48	2105289061	VARSHA RANI MULLICK	Varsha Rani Mullick

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 01.11.2021

This is to inform you that Pre-Placement Training Programme will be conducted on 11th November 2021 for 5th semester B.Tech, 3rd Semester MBA and MCA at Auditorium (Block-5) as per given schedule:

Sl No	Department	Time
1	Bio-Technology	10:30 AM to 12:00 Noon
2	Mechanical & Civil	10:30 AM to 12:00 Noon
3	Electrical Engineering	10:30 AM to 12:00 Noon
4	EEE & ETC	10:30 AM to 12:00 Noon
5	Computer Science Engineering	1:30 PM to 3:00 PM
6	Computer Science & Technology	1:30 PM to 3:00 PM
7	MBA	3:30 PM to 5:00 PM
8	MCA	3:30 PM to 5:00 PM

It is compulsory for all the students to attend the training session without fail.

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Dr. Sidharth Mohapatra**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE & TIME	**11.11.2021 & 10.30 AM to 5.00 PM**

On November 11, 2021, Trident Academy of Technology conducted a Pre-Placement Training Programme at the Auditorium (Block-5) by **Dr. Sidharth Mohapatra**. The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The Bio-Tech, Mechanical,Civil, EEE and ETC students attended from 10:30 AM to 12:00 Noon, while Computer Science Engineering and Computer Science & Technology students participated from 1:30 PM to 3:00 PM. MBA and MCA students joined the final session from 3:30 PM to 5:00 PM. Attendance was mandatory to enhance students' employability skills and preparation for job placements.



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Bhubaneswar-751024

Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Bio-Technology Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289047	ANKITA NANDA	Ankita
2	1801289062	ARPIT PANDEY	ARPIT Pandey
3	1801289063	ARPITA NAYAK	ARPITA Nayak
4	1801289064	ARPITA SHUKLA	Arpita
5	1801289135	HEENA DEY	Heena
6	1801289180	MOHAMMED ANAS	Mohamed Anas
7	1801289228	RAJANIKANTA ACHARYA	Rajanikanta
8	1801289258	SANGEETA PRADHAN	Sangeeta
9	1801289321	SUBHRANKITA MISHRA	Subhranka
10	1801289360	UPASANA MAHATO	Upasana Mahato

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Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289004	ABHIJIT PRIYADARSHI PARIDA	A. Parida
2	1801289028	AMAN RAJ	AMAN RAJ
3	1801289032	AMIT KUMAR MISHRA	A.K Mishra
4	1801289041	ANIMES DAS	A. Das
5	1801289072	ATUL KUMAR	ATUL KUMAR
6	1801289086	BIKASH KUMAR PATI	B.K. Pati
7	1801289095	BISWAJIT SAHOO	Biswajit Sahoo
8	1801289097	BISWOZEET SAHOO	Biswozeet Sahoo
9	1801289130	GIRIJA SANKAR DEO	G.S. Deo
10	1801289131	GOURAV SONWANEY	Gourav Sonwaney
11	1801289133	HARAPRASAD HEMBRAM	Harapir
12	1801289144	JEEBAN CHANDIPRASAD SAMAL	J.C. Samal
13	1801289157	KULDEEP SAHA	Kuldeep Saha
14	1801289166	MANAS RANJAN ROUT	Manas Rout.
15	1801289170	MANISH SINHA	MANISH SINHA
16	1801289172	MD FAHAD	MD Fahad
17	1801289173	MD YOUSUF REHAN	MD YOUSUF REHAN
18	1801289208	PRASANT KUMAR SWAIN	P.K. Swain
19	1801289215	PRAVASH KUMAR DAS	PRAVASH KUMAR DAS
20	1801289217	PRITAM JENA	PRITAM Jena
21	1801289225	RAHUL KUMAR SHAW	Rahul Kumar
22	1801289250	SAI GOURAV PATRA	Sai Gourav Patra
23	1801289260	SANTU MANDAL	Santu mandal
24	1801289275	SHIV SUNDAR JENA	S Sundar Jena
25	1801289297	SOMANATH SAMAL	Somanath Sa
26	1801289306	SOUMYARANJAN SAHOO	Soumyaranjan Sahoo
27	1801289320	SUBHENDU MUDULI	Muduli
28	1801289335	SURAJ KUMAR RAM	Suraj Kumar Ram
29	1801289355	TARA PRASAD MAHAPATRA	Tara Prasad mahapatra
30	1921289062	ABHISEK JENA	Abhisek Jena
31	1921289063	ABHISHEK PARIDA	Abhishek Parida
32	1921289064	AMIT KUMAR PANDA	A.K. Panda
33	1921289065	ANMOL MISHRA	Anmol

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34	1921289066	CHIRANJIV RAY	C. Roy
35	1921289067	JNANANANDA SARANGI	Jnanananda Sarangi
36	1921289068	JYOTI DANIEL SAHU	Jyoti Daniel Sahu
37	1921289069	KISHAN SINGH	Kishan Singh
38	1921289070	NILESH KUMAR SWAIN	N.K Swain
39	1921289071	NITESH KUMAR	Nitesh Kumar
40	1921289072	PRAKASH RANJAN NAYAK	P.R. Nayak.
41	1921289073	RAKESH SASMAL	Rakesh Sasmal
42	1921289074	RASMI RANJAN SAHOO	R.R. Sahoo
43	1921289075	SANJAYA KUMAR SAHU	Sanjaya Sahu
44	1921289076	SIDHARTH BEHERA	S Behera
45	1921289077	SOURAJIT PATRA	Sourajit Patra
46	1921289078	SOUVIC ROY	Souvic Roy
47	1921289079	SUMIT KUMAR PANDA	Sumit Panda.
48	1921289080	TARUN KUMAR SWAIN	Tarun Kumar Swain

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Civil Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289005	ABHIJIT SARANGI	Abhijit Sarangi
2	1801289009	ABHISEK ROUT	abhisek rout
3	1801289013	ABHISHEK SINGH	abhishek singh
4	1801289018	ADITYA KUMAR	aditya kumar
5	1801289048	ANKITA PALAI	ANKITA PALAI
6	1801289052	ANSHUMAN RAY	Anshuman ray
7	1801289077	AYUSH KUMAR SINGH	Ayush Kumar Singh
8	1801289084	BARSA PRIYADARSHINI SAMAL	Barsa priyadarsini Samal
9	1801289108	DEBJYOT MOHANTY	Debjyot mohanty
10	1801289122	DINESH KUMAR SETHI	Dinesh kumar Sethi
11	1801289126	DWITI KRISHNA SETHY	Dwiti krishna sethy
12	1801289155	KRISHNA PRASAD SETHI	Krishna prasad sethi
13	1801289175	MEGHNA PRIYADARSHANI	Meghna Priyadarshani
14	1801289191	NIKITA MOHANTY	Nikita mohanty
15	1801289195	NITISH KUMAR YADAV	Nitish kumar Yadav
16	1801289209	PRATEEK PRIYADARSHI	Prateek Priyadarshi
17	1801289211	PRATYUSH KUMAR ROY	Pratyush kumar Roy
18	1801289242	RITESH KUMAR	Ritesh kumar
19	1801289273	SHIBA NANDA SAHOO	shiba nanda sahoo
20	1801289286	SIBASISH SETHY	Sibasish sethy
21	1801289302	SOUMYA RANJAN NAYAK	Soumya ranjan nayak
22	1801289347	SWAYAM PRAVA PRADHAN	Swayam Prava pradhan
23	1921289001	ABANTIKA NAYAK	Abantika Nayak
24	1921289002	ABHISEK BEHERA	ABHISEK BEHERA
25	1921289003	ABHISHEK GOCHHAYAT	Abhishek Gochhayat
26	1921289004	ADITYA ASHUTOSH NARAYAN	Aditya Ashutosh Narayan
27	1921289005	ANINDITA SARANGI	Anindita Sarangi
28	1921289006	ANKITA DAS	Ankita Das
29	1921289007	BHARATENDU NAYAK	Bharatendu Nayak
30	1921289008	BISWAJIT BISWAL	Biswajit Biswal
31	1921289009	CHINMAYA BISOI	Chinmaya Bisoi
32	1921289010	GOURI RANI	Gouri Rani
33	1921289011	HIMANSU SEKHAR BARIK	Himansu Sekhar Barik

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34	1921289012	MONALISHA PRIYADARSHINI	Monalisha Priyadarshini
35	1921289013	NIRUTA JENA	Niruta Jena
36	1921289014	PADMAJA GHOSH	Padmaja Ghosh
37	1921289015	SADASIBA SOREN	Sadasiba Soren
38	1921289016	SARADA PRASAD JENA	Sarada Prasad Jena
39	1921289017	SATYA PRATIK PATRA	Satya Pratik Patra
40	1921289018	SHREEBASTAB SWAIN	Shreebastab Swain
41	1921289019	SOMYA RANI SAHOO	Somya Rani Sahoo
42	1921289020	SUBHADARSINI MOHAPATRA	Subhadarsini Mohapatra
43	1921289021	SUBRATA KUMAR JENA	Subrata Kumar Jena
44	1921289022	SUSMITA JENA	Susmita Jena
45	1921289023	TANMAY KUMAR BHUYAN	Tanmay Kumar Bhuyan

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289011	ABHISHEK KUMAR MISHRA	
2	1801289012	ABHISHEK SHARMA	
3	1801289014	ABINASH KAR	
4	1801289015	ABINASH PANDA	
5	1801289019	AJIT KUMAR BHUTIA	
6	1801289030	AMISHA SINGH	
7	1801289040	ANCHAL MOHAPATRA	
8	1801289046	ANKITA JENA	
9	1801289049	ANKITA ROUL	
10	1801289055	ANUSKA PANDA	
11	1801289056	ANWESHA ANURAKTA	
12	1801289059	ARIJIT MOHAPATRA	
13	1801289083	BARKHA SONI	
14	1801289089	BISHAL GHOSH	
15	1801289110	DEEPAK KUMAR MOHANTY	
16	1801289124	DURGA THAKUR	
17	1801289127	EKATA PRADHAN	
18	1801289147	JUGANT JOGIT MISHRA	
19	1801289154	KONA HARISH KUMAR	
20	1801289179	MOHAMMAD FAIZAN AKHTER	
21	1801289196	OMANANDA ARYA	
22	1801289199	PADMOJA PRADHAN	
23	1801289207	PRASANJEET BISWAL	
24	1801289218	PRITISH KUMAR NANDA	
25	1801289222	RAHUL BISWAL	
26	1801289224	RAHUL KUMAR	
27	1801289238	RAUSHAN KUMAR	
28	1801289255	SAMEER KUMAR PATRA	
29	1801289262	SARFI TAQWIN	
30	1801289269	SATYARANJAN KHUNTIA	
31	1801289276	SHOAIB AKHTER	
32	1801289278	SHREEYA MOHANTY	

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33	1801289282	SHUBHAM KUMAR PATRO	Shubham Kumar Patro
34	1801289285	SIBA SANKAR PADHI	Siba Sankar Padhi
35	1801289288	SIMRAN BEHERA	SIMRAN BEHERA
36	1801289294	SMRUTI SMITA PRIYADARSHINI	Smruti Smita P
37	1801289303	SOUMYA RANJAN ROUT	S. R. ROUT
38	1801289309	SOURABH KUMAR JENA	Sourabh Kumar
39	1801289315	SUBHAM SINHA	Subham Sinha
40	1801289317	SUBHASHANKAR SENAPATI	Subhankar Senapati
41	1801289324	SUBRAT MOHANTY	Subrat Mohanty
42	1801289325	SUBRAT SWAIN	Subrat Swain
43	1801289334	SURAJ DUTTA	Suraj Dutta
44	1801289339	SUSOBHAN SETHI	Susobhan Sethi
45	1801289346	SWAYAM PRAKASH PATNAIK	Swayam Prakash
46	1801289349	SWETA SUMAN MOHANTY	Sweta Suman MOHANTY
47	1801289351	SYED RAFIKUJ JAMAL	Syed Rafikuj
48	1801289353	TANMAY KUMAR MISHRA	Tanmay Kumar Mishra
49	1801289357	TUSAR MOHANTY	Tusar Mohanty
50	1801289361	VARSHA CHAR MODAK	Varsha Char Modak
51	1801289363	VISHAL KUMAR MISHRA	Vishal Kumar
52	1921289057	RIYA MAJUMDER	Riya Majumder
53	1921289058	SARVESH KUMAR	Sarvesh kumar
54	1921289059	SUMIT MISHRA	Sumit Mishra
55	1921289060	TEJASWINI BEHERA	Tejaswini Behera
56	1922289061	SHREETAM CHOUDHURY	Shreetam Ch
57	1922289062	ROHIT KUMAR AGARWAL	Rohit Agarwal
58	1922289063	KAMAL KUMAR NAYAK	K.K.NAYAK
59	1922289064	RK SHAKTI CHANDAN PATTANAYAK	R Shakti
60	1922289065	PRITIRANJAN SAHOO	Pritiranjan Sahoo

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical & Electronics Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289008	ABHISEK NAYAK	A. Nayak
2	1801289022	AKSHAT SIDHARTH	A. Sidarth
3	1801289024	AMAN AKASH	Aman Akash
4	1801289029	AMARESH SAMANTARAY	Amaresh Samu
5	1801289065	ARYA KUMAR ANSHUMAN SWAIN	Arya Kumar AS
6	1801289071	ASHUTOSH PRASAD	Ashutosh P
7	1801289081	B SRAVAN KUMAR	B. Sravan Kumar
8	1801289112	DEEPAK KUMAR SAHU	Deepak Sahu
9	1801289136	HINDURAY HEMBROM	H. HEMBROM
10	1801289151	KAIBALYA PANDA	K. Panda
11	1801289158	KUMAR ABHISEK	Kumar Abhisek
12	1801289181	MOHAMMED EHTESHAM	Mohammed ehte
13	1801289244	RUDRA PRASAD NAYAK	R. P. NAYAK
14	1801289283	SHUBHAM KUMAR SINGH	S. Ku. Singh
15	1801289327	SUDIP SAHU	Sudip. Sahu
16	1801289332	SUPRAVA PARIDA	Supraava Parida
17	1801289343	SWASTIK SHUVAM SAHU	S. S. Sahu
18	1921289043	HAPPY MANGARAJ	HAPPY MANGARAJ
19	1921289044	PRIYABRATA SETHY	Priyabrata Sethy
20	1921289045	SK ASIF ALI	SK ASIF ALI
21	1921289046	SUBHASHIS DASH	Subhasis Dash
22	1921289047	SUBHASISH MOHAPATRA	Subhasish Mohapatra

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289007	ABHISEK DAS	A. Das
2	1801289036	AMIYA RANJAN SWAIN	Amiya Ranjan Swain
3	1801289053	ANSUMAN ACHARYA	Ansuman acharya
4	1801289092	BISWA BINIT BEHERA	B. B. Behera
5	1801289093	BISWAJIT PATRA	Biswajit Patra
6	1801289094	BISWAJIT PATTANAIK	B. Pattanaik
7	1801289214	PRAVANJAN BEHERA	Pravanjan Behera
8	1801289240	RISHAV KUMAR	R. Kumar
9	1801289253	SAI SWAROOP SAHU	sai swaroop sahoo
10	1801289256	SANDEEP KUMAR PRADHAN	Sandeep Ku. Pradhan
11	1801289263	SAROJ ROUTRAY	Saroj routray
12	1921289048	AMAR KUMAR	Amar kumar
13	1921289049	AYUSHMAN PANIGRAHI	Ayushman Panigrahi
14	1921289050	BIBEK SUNDARAY	B. Sundaray
15	1921289051	PRIYA RANJAN DWIBEDI	Priya Ranjan Dwibedi
16	1921289052	SANTANU KUMAR SAHOO	Santanu Ku. Sahoo
17	1921289053	SMRITKISHAN DAS	SMRITKISHAN DAS
18	1921289054	SOUMYA PRAKASH MISHRA	Soumya Prakash M.
19	1921289055	SOUMYARANJAN PANIGRAHI	SR. Panigrahi
20	1921289056	SOYANSU MOHANTY	Soyansu Mohanty

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289001	ABANISH MUDULI	
2	1801289002	ABDUL AABID KHAN	
3	1801289003	ABHIJEET MOHANTY	
4	1801289010	ABHISHEK KUMAR	
5	1801289016	ADARSH DHIR	
6	1801289017	ADITYA ASHUTOSH	
7	1801289020	AKANKSHA DAS	
8	1801289021	AKASH KUMAR	
9	1801289026	AMAN MOHANTY	
10	1801289027	AMAN RAJ	
11	1801289031	AMIT GIRI	
12	1801289033	AMIT KUMAR SINGH	
13	1801289034	AMITABH TARENIA	
14	1801289035	AMIYA PALAI	
15	1801289037	AMLAN KUMAR NANDY	
16	1801289038	ANANYA DASH	
17	1801289039	ANANYA PRIYADARSHINI MANTRY	
18	1801289042	ANIMESH SAHOO	
19	1801289043	ANJALI KUMARI	
20	1801289044	ANKIT BHUYAN	
21	1801289045	ANKITA BHUYAN	
22	1801289051	ANKITA SINGH	
23	1801289058	ARCH SATPATHY	
24	1801289060	ARKASARATHI DAS	
25	1801289061	ARPIT ABHISHEK MOHANTY	
26	1801289066	ASHISH KUMAR JENA	
27	1801289067	ASHISH KUMAR MOHAPATRA	
28	1801289068	ASHISH RANJAN	
29	1801289069	ASHRIBAD BEHERA	
30	1801289070	ASHUTOSH JENA	
31	1801289073	AURPITA SWAIN	
32	1801289074	AVI KUMAR	
33	1801289075	AYASKANTA BEHERA	

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34	1801289076	AYESHKANT LENKA	
35	1801289078	AYUSH PANDEY	
36	1801289079	AYUSH SHARMA	
37	1801289082	BAISALI DAS	
38	1801289085	BHABANI SHANKAR NAYAK	
39	1801289087	BINIT JAISWAL	
40	1801289088	BISHAL ACHARYA	
41	1801289090	BISHAL MALLICK	
42	1801289091	BISHNU PRASAD PANDA	
43	1801289096	BISWAJIT SAHOO	
44	1801289098	CHANDRA SHEKHAR JENAMONI	
45	1801289099	CHANDRAPRAVA MOHANTY	
46	1801289100	CHINMAYA SAMANTARA	
47	1801289101	CHIRANJIBEE MOHAPATRA	
48	1801289102	CHITTA RANJAN BISWAL	
49	1801289103	DANISH QUAMAR KHAN	
50	1801289104	DEBABRATA DEHURY	
51	1801289106	DEBASISH PANDA	
52	1801289107	DEBASISH SWAIN	
53	1801289114	DHIRAJ KUMAR SINGH	
54	1801289115	DIBYA BHARATI DAS	
55	1801289117	DIBYAPRAKASH PRUSTY	
56	1801289118	DIBYARANJAN BARIK	
57	1801289120	DIKSHA PRASAD	
58	1801289121	DINESH JENA	
59	1801289123	DIPANSHU ROUTRAY	
60	1801289125	DURGASISH MISHRA	
61	1801289128	GANESH SOREN	
62	1801289129	GAURIPRASAD LENKA	
63	1801289132	GYANAJIT DAS	
64	1801289134	HEEM ANANYA TANTI	
65	1801289137	HITESH KUMAR MAHANTA	
66	1801289139	ITISHREE DAS	
67	1801289140	JAGAN MOHAPATRA	
68	1801289141	JAGAN MOHARANA	
69	1801289142	JAYAKRUSHNA ROUT	
70	1801289145	JINGYANSHU RANJAN RAUTARAY	

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71	1801289146	JOTIRAJ MAJHI	Jotiraj Majhi
72	1801289148	JYOTI PRAKASH CHIRANJIV	Jyoti P. Chiranji
73	1801289149	JYOTI PRAVA NAYAK	Jyoti Prava Nayak
74	1801289150	JYOTI RANJAN SAHOO	Jyotiranjan Sahoo
75	1801289152	KESHAV PANDEY	Keshav Pandey
76	1801289153	KHYATI CHOUBEY	Khyati Choubey
77	1801289156	KULDEEP KUMAR SINGH	Kuldeep kumar singh
78	1801289159	KUMAR GOURAV	Kumar Gourav
79	1801289160	LAL KRISHNA NAYAK	Lal Krishna Nayak
80	1801289161	LIPSA DASH	Lipsa Dash
81	1801289162	LOPAMUDRA SAHOO	Lopamudra Sahoo
82	1801289163	LOPAMUDRA SWAIN	Lopamudra Swain
83	1801289164	LUSHNA SAMANTARAY	Lushna Samantaray
84	1801289165	MANAS RANJAN PATEL	M.R. Patel
85	1801289167	MANASHI MAJHI	Manashi majhi
86	1801289171	MANISHA KHATUA	M. Khatua
87	1801289174	MEDHA SINGH	Medha Singh
88	1801289177	MOHAMMAD ABDUL AZIZ	M. Abdul Aziz
89	1801289178	MOHAMMAD AMMAN KHAN	M. Amman Khan
90	1801289182	MOHAN P MANDAL	Mohan P Mandal
91	1801289183	MONALISA NAG	Monalisa Nag
92	1801289185	NANDISH MOHANTY	NANDISH Mohanty
93	1801289186	NEHA SAMANTRAY	Neha Samantray
94	1801289187	NIHARIKA DAS	N. Das
95	1801289189	NIKHIL KUMAR BISOI	Nikhil kumar bisoi
96	1801289190	NIKHILESH MISHRA	Nikhilesh Mishra
97	1801289192	NISHA CHOUDHARY	Nisha Choudhary
98	1801289194	NITISH KUMAR SWAIN	Nitish K. Swain
99	1801289197	OMPRAKASH NITYANAND SAHOO	O.N. Sahoo
100	1801289198	P. SONIA PATRO	P. Sonia Patro
101	1801289200	PALLAVI PATTNAIK	Pallavi Pattnaik
102	1801289201	PAWAN KR SHAH	Pawan kr Shah
103	1801289202	PIYASHREE BISWAS	Piyashree Biswas
104	1801289203	PRABHASH RANJAN RAUT	Prabhash ranjan Raut
105	1801289205	PRAGATIKA SATAPATHY	
106	1801289206	PRANAT PRADHAN	Pranat Pradhan
107	1801289210	PRATIKSHYA DAS	Pratikshya das

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108	1801289212	PRATYUSH KUMAR SATAPATHY	P K Satapathy
109	1801289213	PRATYUSH NANDA	Pratyush Nanda
110	1801289216	PRAVUDATTA AMIYA CHANDRA NAYAK	P A.C Nayak
111	1801289219	PRIYANKA NANDA	Priyanka Nanda
112	1801289220	PUMMI PRAKASH	Pummi Prakash
113	1801289221	RAGHU NANDAN PANDA	Raghu Nandan
114	1801289223	RAHUL KISHOR PARIDA	Rahul Kishor Pand
115	1801289226	RAHUL MAHATO	Rahul mahato
116	1801289227	RAJ KISHORE SAHOO	Raj kishore Sahoo
117	1801289230	RAJASHREE SAHOO	Rajashree Sahoo
118	1801289231	RAJAT KUMAR PATI	Rajat kumar Pati
119	1801289233	RAJESH RANJAN	Rajesh Ranjan
120	1801289234	RANJIT KUMAR GOUDA	Ranjit kumar gouda
121	1801289235	RANJIT KUMAR SAHU	R K. Sahu
122	1801289236	RASESH DAS	Resen Das
123	1801289237	RATIKANTA ROUT	Rishab kumar Singh
124	1801289241	RISHAV KUMAR SINGH	R K .Sin
125	1801289243	ROHIT PANDA	Rohit Pand
126	1801289245	RUDRADEV PANDA	Pan. Pand.
127	1801289246	RUDRANARAYAN DHAL	Rudr. Dhal
128	1801289247	S SAI SIVANEE	S. Sai Sivani
129	1801289251	SAI SAMIKSHYA MAHAPATRA	Sai samiksha mah
130	1801289254	SAKSHI BHARDWAJ	Sakshi Bhardw
131	1801289257	SANDEEP KUMAR RANA	Sandeep kumar rana
132	1801289259	SANKET BISHOI	Sanket bishoi
133	1801289264	SASHIKANTA SIAL	Sashikant sial
134	1801289265	SATABDI MILAN BEURA	Satabdi Milan beura
135	1801289266	SATYA PRAKASH MOHANTY	Satya Prakash mohanty
136	1801289267	SATYA RANJAN SAHOO	Satya ranjan Sahoo
137	1801289268	SATYABRATA OJHA	Satyabrata Ojha
138	1801289270	SATYASUMAN DASH	Satya suman dash
139	1801289271	SHAHJADA E SAQUALAIN	Shahjada E.S
140	1801289272	SHAKTI PRASAD SAHOO	Shakti prasad mohapatra
141	1801289274	SHIBA PRASAD MOHANTY	Shiba Prasad Mohanty
142	1801289277	SHOURYA KUMAR JHA	S.K. Jha
143	1801289280	SHUBHAM KESHRI	Shubham Keshri
144	1801289281	SHUBHAM KUMAR	Shubham Kumar

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145	1801289284	SHUBHAM MISHRA	S. Mishra
146	1801289290	SIPRA SAHOO	
147	1801289291	SK NIZAMUDDIN	SK. NIZamuddin
148	1801289292	SMRUTI DAS	Smruti Dash
149	1801289293	SMRUTI RANJAN KHUNTIA	Smruti Khuntia
150	1801289295	SOBHAN DASH	SOBHAN Dash
151	1801289299	SONALI GARNAIK	S. GARNAIK
152	1801289300	SOUMYA RANJAN DALAI	Soumya R. Dalai
153	1801289304	SOUMYAJYOTI PATRA	Soumyajyoti Patra
154	1801289305	SOUMYAKANT TRIPATHY	S. TRipathy.
155	1801289307	SOUMYASHREE GOUDA	Soumya. gouda
156	1801289308	SOUNAK KUMAR DASH	Sounak Kumar Dash
157	1801289310	SOURAV KAR MOHAPATRA	Sourav Kar Mohapatra
158	1801289311	SOURAV PATTNAIK	Sourav Pattnaik
159	1801289313	SUBHA RANJAN SAHOO	Subha Ranjan Sahoo
160	1801289314	SUBHADARSHINI SAMANTARAY	Subhadarshini Samantaray
161	1801289316	SUBHAMSHREE MOHANTY	S. Mohanty.
162	1801289318	SUBHASHREE MOHAPATRA	Subhashree mohapatra
163	1801289319	SUBHASHREE PANDA	Subhashree Mohanty
164	1801289322	SUBHRANSHU BED	Subhranshu Bed
165	1801289323	SUBHRANSU SEKHARA BEHERA	S.K Behera
166	1801289326	SUCHETA KRUPALINI MOHARANA	S.K. Mohapana
167	1801289328	SUDIPTA ACHARYA	S. Acharya
168	1801289329	SUMAN SOURAV PRUSTY	Suman Sourav Prusty
169	1801289330	SUMMI KUMARI	Summi Kumari
170	1801289333	SUPRIYA PRADHAN	Supriya Pradhan
171	1801289336	SURJEET PANIGRAHI	Surjeet Panigrahi
172	1801289337	SURYA PRATIVA NAYAK	S. P. Nayak
173	1801289338	SUSHREE SATABDI MOHANTY	Sushree Satabdi Mohanty
174	1801289340	SWACHI SWETA BEHERA	S.S. Bhera
175	1801289341	SWADHIN ACHARYA	Swadhin Acharya
176	1801289342	SWARUP MISHRA	Swarup Mishra
177	1801289345	SWATI PRUSTY	S. Rusty
178	1801289348	SWEETY SAMANTA	S. Samanta.
179	1801289350	SWETAPADMA DAS	S Das
180	1801289352	TAISON NAYAK	T Nayak
181	1801289354	TANUSHREE MAHATO	T Mahato

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182	1801289356	TRILOCHAN SAHOO	Trilochna Sahoo
183	1801289358	TUSHAR RANJAN NAYAK	Tushar ranjan nayak
184	1801289359	UMMUL WARA	U. Wara
185	1801289362	VIKRANT SINGH	Vikrant singh
186	1801289365	VIVEKANAND PATNAIK	V. PatNayk
187	1801289366	WASEEM SHAH	Waseem shah
188	1801289367	WRITCHIK BISWAL	W. Biswal
189	1801289143	JAYDEEP GHATUARY	Jayeeb ghatuary
190	1801289331	SUNAINA MOHAPATRA	S. Mohapatra
191	1921289024	ABHIJEET MAHAPATRA	A. Mahapatra
192	1921289025	ANJALI MINZ	Anjali Minz
193	1921289026	APOORVA NAYAK	Apoorva nayak
194	1921289027	BONGU VAIJAYANTHI	Bongu vaijayanthi
195	1921289028	CHOUDHURI SUBHANKAR DAS	Choudhuri Das
196	1921289029	DEBIPRASAD DAS	Debiprasad das
197	1921289030	DIPRA BARDHAN	DiPra Bardhan
198	1921289031	JAYADEV JENA	Jayadev Jena
199	1921289032	NIKHIL RANJAN SAMAL	N.R. Samal
200	1921289033	PRAGYANSMITA MOHANTY	Pragyansmita Mohanty
201	1921289034	PREETI DUTTA	P. Dutta
202	1921289035	RAJESH BEHERA	R. Behera
203	1921289036	ROJALIN NAYAK	Rojalin Nayak
204	1921289037	S AFREEN BEGUM	S. Afreen Begum
205	1921289038	SAGAR BINDU DASH	S.B. Dash
206	1921289039	SALINI KHUNTIA	Salini Khuntia
207	1921289040	SHEETAL KUMARI	Sheetal Kumari
208	1921289041	SUBHAM SAMANTRAY	Subham Samantray
209	1921289042	SUBHARANJAN MOHANTY	Subha. Mohanty

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289006	ABHINAV ARYAN	Abhinav Aryan
2	1801289023	AKSHITA	Akshita
3	1801289025	AMAN KUMAR SINGH	Aman Kumar Singh
4	1801289050	ANKITA ROUT	Ankita Rout
5	1801289054	ANUBHAB PATTANAYAK	Anubhab P
6	1801289057	APRAJEETA SINGH	A. singh
7	1801289080	B BASUDEB PATRO	B. basudeb P
8	1801289105	DEBAJYOTI DAS	Debajyoti Das
9	1801289109	DEBJYOTI BISWAL	Debjyoti B
10	1801289111	DEEPAK KUMAR NAYAK	Deepak Kumar N
11	1801289113	DHARANIDHAR SAHOO	Dharanidhar Sahoo
12	1801289116	DIBYA RANJAN BEHERA	Dibya Ranjan B
13	1801289119	DIBYASMITA SWAIN	D. Swain
14	1801289138	IPSITA DASH	Ipsita Dash
15	1801289143	JAYDEEP GHATUARY	J. Ghatuary
16	1801289168	MANBESH MOHANTY	Manbesh Mohanty
17	1801289169	MANISH BHAGYASAGAR	M. Bhagyasagar
18	1801289176	MINAL KUMARI MUKHI	Minal Kumari
19	1801289184	MRITUNJAY KUMAR PRASAD	Mritunjay K. Prasad
20	1801289188	NIKHIL KUMAR	Nikhil Kumar
21	1801289193	NITISH AGRAWAL	Nitish Agarwal
22	1801289204	PRADYUMNA KUMAR MOHAPATRA	Pradyumna K
23	1801289229	RAJASHREE PRAHARAJ	Rajashree Praharaj
24	1801289232	RAJDEEP RAHA	Rajdeep R
25	1801289239	RICHA KUMARI	Richa Kumari
26	1801289248	S TUSHAR	S. Tushar
27	1801289249	SAGAR PATRA	Sagar P
28	1801289252	SAI SUBHASHREE	S. Subhashree
29	1801289261	SARBAJEET SINGH	Sarbajeet Singh
30	1801289279	SHREYA BHARTI	Shreya B

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31	1801289287	SIDHARTHA ACHARYA	Sidhartha. A
32	1801289289	SIMRITA MISHRA	Simrita Mishra
33	1801289296	SOFIA PANDA	Sofia Panda
34	1801289298	SONAL SHAILJA	Sonal shailja
35	1801289301	SOUMYA RANJAN DAS	Soumya Ranjan. D
36	1801289312	SOVIT KUMAR DALAI	Sovit. K
37	1801289331	SUNAINA MOHAPATRA	Sunaina Mohapatra
38	1801289344	SWASTIK SWAGATAM	Swastik
39	1801289364	VIVEK KUMAR	Vivek Kumar
40	1801289368	YESHYESWI	Yeshyeswi
41	1921289061	BRUTITAPA MISHRA	Brutitapa mishra

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	2006289001	ABHISEK PRATIHARI	Abhisek Pratihari
2	2006289002	ABHISEK MISHRA	Abisek Mishra
3	2006289003	AMISHA PRIYADARSHINI PATRA	Amisha Priyadarshini Patra
4	2006289004	ANIRUDHA MAHAPATRA	Aniruedha Mahapatra
5	2006289005	KILLAMSETTY VIDYA	Killamsetty Vidya
6	2006289006	PRASANJIT RAY	Prasanjeet Ray
7	2006289008	SASMITA PATRA	SASMITA PATRA
8	2006289009	SATABDI PRIYADARSINI BARIK	Satabdi Priyadarsini Barik
9	2006289010	SIDHARTHA ROY	SIDHARTHA ROY
10	2006289011	SOUMYA RANJAN BADU	Soumya Ranjan Badu
11	2006289012	SUBHAM BHATTACHARJEE	Subham bhattacharjee
12	2006289013	SUCHITRA RAY	Suchitra Ray
13	2006289014	SUVASMITA NAYAK	Suvasmita Nayak
14	2006289015	SWANIDH SOURAV NARENDRA	Swanidh Sourav Narendra
15	2006289016	TANVI TANISA PANDA	Tanvi tanisa Panda
16	2006289017	AMLAN KUMAR DASH	Amlan Kumar Dash
17	2006289018	ASHUTOSH SHUKLA	Ashutosh Shukla
18	2006289019	DIPTIMAYEE DAS	Diptimayee das
19	2006289020	MILLI MAJHI	Milli majhi.
20	2006289021	PRASANT KUMAR SAHOO	Prasant Kumar Sahoo
21	2006289022	S N SADIKSHYA	S N sadikshya
22	2006289023	SATYABRATA PADHAN	Satyabrata Padhan
23	2006289024	TAPASWINI SWAIN	Tapaswini Swain
24	2006289025	TEJASWINI SATAPATHY	Tejaswini Satapathy
25	2006289026	ABHIJIT OJHA	Abhijit Ojha
26	2006289027	ADITI AKANKSHYA PRIYADARSHINI	A.A. Priyadarshini
27	2006289029	ARCHANA BEHERA	Archana Behera
28	2006289030	AYUSH LAKRA	Ayush Lakra
29	2006289032	BISWAJIT BEHERA	Biswajit behera
30	2006289033	BUNGA SAUJANYA	Bunga Saujanya
31	2006289034	CHINMAYA SAHOO	Chinmaya Sahoo
32	2006289035	CHIRANJIB SAHOO	Chiranjib Sahoo

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33	2006289036	DEBASMITA MOHANTY	Debasmita Mohanty
34	2006289037	DIBYAJYOTI MOHANTY	Dibyajyotimohanty
35	2006289038	DIPTIMAYEE PARIDA	Diptimayee Parida
36	2006289039	KORUPOLU SAI PRANEETA	Korupolu Sai Praneeta
37	2006289040	LAXMIPRIYA KAR	Laxmipriya Kar
38	2006289041	MAHESWARI BEURA	Maheswari Beura
39	2006289042	MONICA DAS	Monica Das
40	2006289043	PURUSHOTTAM SETHI	Purushottam Sethi
41	2006289045	SASANKA SEKHAR SAHOO	Sasanka Sekhar Sahoo
42	2006289046	SEFALI PRIYADARSINI	Sefali Priyadarsini
43	2006289047	SHEK ALLAUDIN	Shek Allaudin
44	2006289048	SNEHANJANA JENA	Snehanjana Jena
45	2006289049	SUBASISH SINHA	Subasish Sinha
46	2006289050	SUBHASHREE RAY	Subhashree Ray
47	2006289051	SURYA NARAYAN DASH	Surya narayan Dash

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Computer Application

Sl. No.	REGD NO	NAME	SIGNATURE
1	2005289001	BISHWAJA MISHRA	Bishwaja Mishra
2	2005289002	SONALI SIA	Sonali Sia
3	2005289003	ABHIJIT DASH	Abhijit Dash
4	2005289004	ABHIJIT PATRA	Abhijit Patra
5	2005289005	ABHIJIT PRUSTY	Abhijit Prusty
6	2005289006	ABHISEK RANASINGH	Abhisek Ranasingh
7	2005289007	ABHISEK SAHOO	Abhisek Sahu
8	2005289008	ALOK KUMAR BEHERA	ALOK KUMAR BEHERA
9	2005289009	AMRITA DAS	Amrita Das
10	2005289010	ANUPAM KHANDUAL	Anupam Khandual
11	2005289011	APARAJITA PANDA	APARAJITA PANDA
12	2005289012	ARPITA BISWAL	Arpita Biswal
13	2005289013	BARSHA DEVGOSWAMI	Barsha Devgoswami
14	2005289014	BIJAYALAXMI BEHERA	Bijayalaxmi Behera
15	2005289015	BIKASH KUMAR ROUL	Bikash Kumar Roul
16	2005289016	BIRUPAKSHA KHATEI	BIRUPAKSHA KHATEI
17	2005289017	BISWAJIT SATPATHY	Biswajit Satpathy
18	2005289018	BISWAJYOTI SINGH	Biswajyoti Singh
19	2005289019	DIBYAKANTA BARIK	Dibyakanta Barik
20	2005289020	DIPANKAR DAS	Dipankar Das
21	2005289021	GEETIKRISHNA PANDA	Geetikrishna panda
22	2005289022	JNANARANJAN MOHAPATRA	Jnanaranjan Mohapatra
23	2005289023	JYOTIPRAKASH PADHIHARY	Jyotiprakash Padhiary
24	2005289024	KUNAL KUMAR	Kunal kumar
25	2005289025	KUNJA BIHARI ROUT	Kunja Bihari Rout
26	2005289026	LINKAN RAJ SENAPATI	Linkan Raj Senapati
27	2005289027	LIPSA PRIYADARSHINI	Lipsa Priyadarshini
28	2005289028	LIPSARANI PRADHAN	LIPSARANI PRADHAN
29	2005289029	NITESH KUMAR MAHAPATRA	Nitesh Kumar Mahapatra
30	2005289030	OM PRAKASH PAN	OM Prakash pan
31	2005289031	PRATEEK SUNDARAY	Prateek Sundaray
32	2005289032	PRINCE KUMAR	PRINCE KUMAR
33	2005289033	PRITI RANJAN BARIK	Priti Ranjan Barik
34	2005289034	PRIYADARSINI PANDA	Priyadarsini Panda
35	2005289035	PRIYAJIT RATH	Priyajit Rath
36	2005289036	PRIYANSHU PATTNAIK	Priyanshu Pattnaik
37	2005289037	RABINARAYAN PATRA	Rabinarayan Patra
38	2005289038	RAJESH KUMAR PATHAK	Rajesh Kumar Pathak
39	2005289039	SAMIKSHYA SAHU	Samikshya Sahu
40	2005289040	SANDEEP KUMAR BEHERA	Sandeep Kumar Behera
41	2005289041	SANJAY MISHRA	Sanjay Mishra
42	2005289042	SANOBER YOUSUF	Sanober Yousuf
43	2005289043	SARADA PRASANNA NAYAK	Sarada Prasanna Nayak
44	2005289044	SATYA SURUCHI	

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45	2005289045	SATYABARDDHAN PANDA	Satyabardhan Panda
46	2005289046	SATYAJEET NAYAK	Satyajeet Nayak
47	2005289047	SATYAPRIYA SAHANI	SATYAPRIYA SAHANI
48	2005289048	SIPRA PARIDA	SIPRA PARIDA
49	2005289049	SONALIKA SAHOO	SONALIKA SAHOO
50	2005289050	SOUMYARANJAN ROUTRAY	SOUMYARANJAN ROUTRAY
51	2005289051	SRITAPA DAS	Sritapa Das
52	2005289052	SUBHAM KUMAR BEHERA	Subham Kumar Behera
53	2005289053	SUBHAM PRUSTY	SUBHAM PRUSTY
54	2005289054	SUBHASHREE BEHERA	Subhashree Behera

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 07.11.2020

This is to inform you that Pre-Placement Training Programme will be conducted on 15th November 2020 for 5th semester B.Tech, 3rd Semester MBA and MCA at Auditorium (Block-5) as per given schedule:

Sl No	Department	Time
1	Mechanical & Civil	10:30 AM to 12:00 Noon
2	Electrical Engineering	10:30 AM to 12:00 Noon
3	EEE & ETC	10:30 AM to 12:00 Noon
4	Computer Science Engineering	1:30 PM to 3:00 PM
5	Information Technology	1:30 PM to 3:00 PM
6	MBA	3:30 PM to 5:00 PM
7	MCA	3:30 PM to 5:00 PM

It is compulsory for all the students to attend the training session without fail.

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Dr. Sidharth Mohapatra**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE & TIME	**15.11.2020 & 10.30 AM to 5.00 PM**

On December 15, 2020, Trident Academy of Technology conducted a Pre-Placement Training Programme at the Auditorium (Block-5) by **Dr. Sidharth Mohapatra**. The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The Mechanical, Civil, Electrical, and EEE and ETC students attended from 10:30 AM to 12:00 Noon, while Computer Science Engineering and Computer Science & Technology students participated from 1:30 PM to 3:00 PM. MBA and MCA students joined the final session from 3:30 PM to 5:00 PM. Attendance was mandatory to enhance students' employability skills and preparation for job placements.



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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289006	SIDHARTH SEKHAR SAHOO	Sidhant Sekhar Sahoo
2	1701289015	BISWAJIT MOHANTY	
3	1701289021	ABHISHEK ARPAN MOHANTA	Abhisek Arpan Mohanta
4	1701289022	KIRAN KUMAR SAHOO	Kiran Kumar Sahoo
5	1701289036	WAHID UDDIN	
6	1701289043	AKASH KUMAR NAIK	Wahid Uddin
7	1701289054	DURGASISH BHATTACHARYA	Durgasish B.
8	1701289058	AMANDEEP PANDA	Amandeep Panda
9	1701289059	DEBASHISH NAYAK	
10	1701289076	SAIKAT BHAKAT	Saikat Bhakat
11	1701289087	TANMAYA KUMAR ACHARYA	T. Acharya.
12	1701289095	G SANTOSH	G Santosh
13	1701289105	SOUMIK KUMAR GHOSH	
14	1701289113	DEBASIS MISHRA	DM.
15	1701289121	GOPINATH BEHERA	Gopinath. Behera
16	1701289126	RASHMI RANJAN SAHOO	RR Sahoo
17	1701289150	SUDEEP KUMAR BISWAL	S K Biswal
18	1701289151	SAI OMPRAKASH SAHU	Sai OmpraKash Sahu
19	1701289158	V.V.NITISH BHARADWAJ	VV. NB
20	1701289162	DEEP SUNDAR BEHERA	
21	1701289167	SABYASACHI CHOUDHURY	
22	1701289192	DEBANJAN ROUT	D. Rout
23	1701289198	ASHUTOSH BARIK	Ashutosh Barik
24	1701289200	MRUTYUNJAYA PANIGRAHI	M. Panigrahi
25	1701289202	DIGBIJAYA NAIK	DN
26	1701289225	ACHYUTA NANDA BISHOYI	A. N Bishoyi
27	1701289229	SUBRAT KUMAR SAHU	Subrat K. Sahu.
28	1701289245	SURYAKANTA SAHOO	S. Sahoo
29	1701289247	NAKEEB AHAMMED	Nakeb Ahammed
30	1701289253	ADIT MISHRA	
31	1701289268	JYOTIRANJAN DAS	JD
32	1701289288	SHUBHAM RAJ	Shubham Raj
33	1701289311	AAMIR HASSAN	Aamir Hassan
34	1701289312	ABHISHEK PANDA	
35	1701289313	AJIT KUMAR MURMU	Ajit Murmu
36	1701289314	ANUPAM INDWAR	Anupam Indwar
37	1701289315	ASHIS RANJAN NAYAK	
38	1701289316	BISWAJIT SATPATHY	
39	1701289317	BISWORANJAN PADHIARY	
40	1701289318	D KISHORE	D Kishore
41	1701289482	DEBIPRASAD PANDA	
42	1701289483	JIT BAHADUR THAPA	JIT Bahadur Thapa

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43	1701289484	JYOTI PRAKASH RAY	Jyoti Prakash Ray
44	1701289485	LAGNAJEET JENA	Lagnajeet Jena
45	1701289486	NIRAJ SHARMA	Niraj Sharma
46	1701289487	NISHIKANTA SETHI	Nishikanta Sethi
47	1701289488	PARTHA SARATHI BARIK	
48	1701289489	PRAKASHA KUMAR PRUSTY	PKP
49	1701289490	RAHUL KUMAR GUPTA	Rahul Kumar Gupta
50	1701289491	RAKESH KUMAR DHAL	RKD
51	1701289492	RANJEET KUMAR	Ranjeet Kumar
52	1701289493	SAGARDATTA SWAIN	Sagardatta.
53	1701289494	SANTOSH KUMAR SAHOO	SK Sahoo.
54	1701289495	SOUMYA RANJAN SAMAL	Soumya.
55	1701289496	SOUMYAJIT BEHERA	SB
56	1701289497	SAUMYARANJAN TRIPATHY	
57	1701289498	SUBHASIS PATRA	Subhasis Patra
58	1701289499	SURAJ KUMAR PANDA	Suraj Kumar Panda.
59	1701289500	SUVAM MOHAPATRA	Suvam Mohapatra
60	1701289501	VINAY MURMU	V. M
61	1821289002	ABHISEK NAYAK	A Nayak
62	1821289004	AMIT SAH	Amit Sah
63	1821289005	ANIKET RAY	A Ray
64	1821289006	ANKIT SINGH	Ankit Singh.
65	1821289014	BISHAL NAIK	BN
66	1821289019	GOPAL REDDY	Gopal Reddy
67	1821289022	JEETEN PIRI	Jeeten piri
68	1821289037	RASHMI RANJAN BARIK	
69	1821289045	SARASWATI KAR	SKar
70	1821289048	SHUBHAM KUMAR SINGH	Shubham Kumar Singh.
71	1821289054	SRITAM MANTRI	Sritam Mantri
72	1821289056	SUBHARANSHU SEKHAR BISWAL	SSB
73	1821289059	SUMIT PAREYA	Sumit Pareya
74	1821289063	YASBANT RAJ	Yasbant Raj

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Civil Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289049	AKASHDEEP SAHOO	A. Sahoo
2	1701289052	BIKRAM BARIK	Bikram
3	1701289061	SWAYANSHU SAHOO	S. Sahoo
4	1701289071	TOPTEN NAYAK	T Nayak
5	1701289080	H R SOUMYARANJAN PRADHAN	ABS
6	1701289085	BISWAJIT RATH	Biswajit Rath
7	1701289106	SANDEEP KUMAR DASH	Sandeep K.D
8	1701289115	SATYABRATA SHARMA	S. Sharma
9	1701289134	ASWINI KUMAR ROUT	ABS
10	1701289154	SUBRATA SAHOO	Subrata Sahoo
11	1701289170	SIDHARTHA BRAHMA	Sidhartha Brahma
12	1701289172	BISWAPRAKASH PANDA	ABS
13	1701289177	CHANDAN NAYAK	Chandan N.
14	1701289188	SWAYANSU SOUMYARANJAN BARIK	Swa. S. B
15	1701289189	STUTEE TULASI MOHANTY	S. T. Mohanty
16	1701289199	BHABANI SHANKAR MOHANTY	B. S. Mohanty
17	1701289201	AMRITRAJ DAS	Amritraj Das
18	1701289204	KRUSHNA CHANDRA BHOI	Krushna
19	1701289208	SAURAV MISHRA	S. Mishra
20	1701289211	PRAVANJAN RAY	P. Ray
21	1701289212	SUBHABRATA SAHOO	Subh Sahoo
22	1701289214	AVILASH AICH	Avilash Aich
23	1701289218	LOKESH KUMAR	Lok. Kumar
24	1701289219	SANGRAM KUMAR NAYAK	S. K. Nayak
25	1701289224	PURNENDU SHEKHAR SAHOO	ABS
26	1701289228	NIKHIL AGRAWAL	ABS
27	1701289236	RITISH RANJAN PATRA	Ritish Ranjan P
28	1701289284	JANHABI SAMAL	Janhavi S.
29	1701289291	ASISH KUMAR SAHOO	Asish Kumar Saho
30	1701289294	ANKIT KUMAR	Ankit. K.
31	1701289295	ANSHUMAN PRIYADARSHI	A. Priyadr
32	1701289296	ARPITA PRIYADARSHINEE	A.P
33	1701289319	ARQAM FARHAN	A. Farhaan
34	1701289320	BIBEKANANDA MAHALIK	B. Mahalik
35	1701289321	BIBHU PRASAD DALAI	Bibhu P. D
36	1701289322	BIJETA PRADHAN	ABS
37	1701289323	BISHAL BHUSAN HARICHANDAN	Bishal B. H
38	1701289324	BISHAL SWAIN	B. Swain
39	1701289325	CHINMAY SAHOO	Chinmay Sahoo
40	1701289326	JAGAN MOHAN KHATUA	J. M. Khatua
41	1701289327	JAGANNATH CHOUDHURY	Jag Choudhury
42	1701289328	JUNED KHAN	ABS
43	1701289329	KUMAR PRASANNAJIT DAS	K. P. Das
44	1701289330	LOKESH KUMAR DANSANA	L. K. D

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45	1701289331	NISHIKANTA SAMANTSINHAR	
46	1701289332	PRATAP PATRA	
47	1701289333	RASHMI REKHA MOHANTY	
48	1701289334	SHRADDHA SOPAN KALE	
49	1701289335	SOUMYA RANJAN MALLIK	
50	1701289336	SUBHAM SUBHADARSHEE SAHOO	
51	1701289337	TILOTTAMA NANDA	
52	1701289338	VAIBHAW RAJ	
53	1701289339	VISHAL KUMAR	
54	1701289340	ZEESHAN KHAN	
55	1821289001	A DAVID JENA	
56	1821289003	AKSHITA SAHOO	
57	1821289009	ASHWINI KUMAR	
58	1821289013	BIJAYA KUMAR PATTANAIK	
59	1821289016	DILLIP KUMAR SWAIN	
60	1821289017	DIPTIMAYEE BEHERA	
61	1821289027	NIRMALYA BISWAL	
62	1821289028	PADMINI PRAGYANSINI BARAL	
63	1821289029	PIYUS PAHI	
64	1821289030	PRAGNYASMITA SAHOO	
65	1821289031	PRAKASH KUMAR MAHALA	
66	1821289034	PUSPALATA ROUT	
67	1821289038	RITESH KUMAR NISHAD	
68	1821289039	ROJALIN BEHERA	
69	1821289040	ROSNI SAHOO	
70	1821289042	SAGARIKA SAHOO	
71	1821289044	SANDEEP CHANDRA DASH	
72	1821289047	SHAKTI PRASANNA DAS	
73	1821289058	SUMAN DHYANCHAND BEHERA	
74	1821289060	SUPRIYA PATTANAIK	
75	1821202016	MAUSUMI MOHAPATRA	

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Branch: B.Tech.(Electrical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289016	DEEPAK SAHOO	Deepak Sahoo
2	1701289084	ROSHAN BISWAL	ABS
3	1701289131	SARFRAZ HUSSAIN	Sarfaraj Hussain
4	1701289169	DEVIDUTTA PANIGRAHI	Devidutta Panigrahi
5	1701289190	ASHISH KUMAR PARIJA	Ashish Ku. Parija
6	1701289195	PRINCE PATRA	Prince Patra
7	1701289215	ABINASH SWAIN	Abinash
8	1701289233	ANISH KUMAR BARIK	Anish Ku. Barik
9	1701289241	DEBABRATA TARAI	Debabrata Tarai
10	1701289258	SHUVA SAMBIT SAHU	shuva sambit sahu
11	1701289269	SUBHAM DHALSAMANTA	Subham
12	1701289411	ABHAYA KUMAR NAYAK	Abhaya Ku. Nayak
13	1701289412	ABHIJEET MOHANTY	ABS
14	1701289413	AKASH MANDAL	Akash
15	1701289414	ASHUTOSH MISHRA	Ashtosh Mishra
16	1701289415	ASTARAGA MAHALA	Astaraga Mahala
17	1701289416	BINAY RAJ KUMAR SAMAL	Binayaj Ku. Samal
18	1701289417	DEEPAK RAJ MAJHI	Deepak
19	1701289418	GYANENDRA SAHU	Gyanendra sahu
20	1701289419	LAXMI HEMBROM	Laxmi
21	1701289420	MOHAMMED INZAMAM UL HAQUE	Mohammed Haque
22	1701289421	PRIYAMJIT MOHAPATRA	Priyamjit
23	1701289422	SATYARANJAN SAHOO	Satyaranjan sahoo
24	1701289423	SOUMYA RANJAN ACHARYA	Soumya
25	1701289424	SWATI SRIKSHETRI PARIDA	Swati S. Parida
26	1821289007	ANWESH ANUPAM JENA	Anwesh
27	1821289010	BADAL KUMAR JENA	Badal
28	1821289020	IMAN KUMAR NAYAK	Iman Ku. Nayak
29	1821289023	JYOTI RANJAN BEHERA	Jyoti
30	1821289033	PRIYANKA SWAIN	ABS
31	1821289036	RAJESH KUMAR SETHI	Rajesh
32	1821289041	RUDRA PRASAD SHARMA	Rudra Prasad Sharma
33	1821289046	SATYAJIT BHUTIA	Satyajit Bhutia
34	1821289049	SOMYA RANJAN SAHOO	Somya
35	1821289052	SOUMYARANJAN MISHRA	Soumya Ranjan
36	1821289053	SRIMAN SATYA SWAROOP	Sriman
37	1821289061	TEJASWINI DAS	ABS
38	1821289062	VISHWAJEET SINGH	Vishwajeet Singh

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Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289011	DWIBENDU KUMAR MOHAKUD	D. K MOHKUD
2	1701289013	BISWAJIT BISWAL	Biswajit Biswal
3	1701289030	T VINAYSAGAR KUMAR	T. V Kumar
4	1701289042	BIBEKANANDA MOHANTY	AM
5	1701289047	RAJESH PARIDA	R. Parida
6	1701289050	ADITYA NARAYAN BISWAL	ABS
7	1701289108	SATISH RATH	Satish Rath
8	1701289109	SWAYAMBHU SANJIBANI PAL	S. S Pal
9	1701289144	SHIVNARAYAN PATTNAYAK	S Pattnayak
10	1701289152	SUDHANSHU SEKHAR DASH	S. S Dash
11	1701289160	DEBASISH SWAIN	Debasish Swain
12	1701289179	SOUMYA PRAKASH KHANDAYATRAY	S. P Khandayatray
13	1701289185	LIPSA MOHAPATRA	Lipsa Mohapatra
14	1701289205	SACHIN KUMAR YADAV	Sachin Kumar Yadav
15	1701289301	ADITYA PRASAD NAYAK	A P Nayak
16	1701289302	ANKIT TOPPO	Ankit Toppo
17	1701289303	ARPITA CHHAYA	Arpita Chhaya
18	1701289304	BAIJAYANTI JENA	B. Jena
19	1701289305	BISHAL KESHARI	AM
20	1701289425	DURGA PRASAD CHOUDHURY	DP Choudhury
21	1701289426	GANESH PRASAD SAHOO	G. P. Sahoo
22	1701289427	JAGNYASU NARAYAN SATHUA	ABS
23	1701289428	MIR DANISH ALI	M. D Ali
24	1701289429	PRABHAT NATH	Prabhath Nath
25	1701289430	PRASENJEET SETHY	P Sethy
26	1701289431	PURNACHANDRA BEHERA	P C Behera
27	1701289432	RAJENDRA DANDA	Rajendra Danda
28	1701289433	RITIKA SINGH	Ritika Singh
29	1701289434	SANTANU KUMAR DAS	Santanu
30	1701289435	SMRUTI RANJAN PATEL	Smruti
31	1701289436	SONALI PRADHAN	Sonali Pradhan
32	1701289437	SONAM TOPPO	Sonam
33	1701289438	SOUBHAGYA SAHU	S Sahu
34	1701289439	SUBHAM MISHRA	AM
35	1701289440	SUDEV RANJAN MALLICK	SRM
36	1701289441	SUMAN KUMAR	Suman
37	1701289442	SUNIL RANJAN SAHOO	S. R. Sahoo HOD
38	1821289012	BIJAY KUMAR PARIDA	B K Parida
39	1821289015	DEEPAK SWAIN	Deepak
40	1821289021	JAGAN KUMAR SAHU	J. K. Sahu
41	1821289024	KAVITA SHARMA	AM
42	1821289025	LINGARAJ BEHERA	L. Behera
43	1821289035	RAJAT KUMAR PRADHAN	

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44	1821289050	SONALI NAYAK	Sonali Nayak
45	1821289051	SOUMYA RANJAN ROUTRAY	
46	1821289055	SRIYA MEHER	Sriya Meher

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Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289001	HIMADRI TANAYA PANI	Himadri
2	1701289002	MADHABANANDA GHADAI	Madhu Ghadai
3	1701289003	ABINASH BISWAL	Abinash
4	1701289004	SUBRAT RANJAN DASH	Subrat
5	1701289005	SASWAT PATRA	ABS
6	1701289007	DIBYANSHI PANDA	D. Patrada
7	1701289009	DEVLAL LOHAR	D. Lohar
8	1701289014	AMBIKESH SARANGI	Ambikesh
9	1701289017	JYOTI RANJAN SWAIN	J. R. Swain
10	1701289018	MOHIT KUMAR MAHANTA	Mohit Kr
11	1701289023	ANANYA PATTNAIK	A. Pattanaik
12	1701289024	KRANTIBIR PRATAP RAI	Kiran P.S
13	1701289025	SNEHASHREE DASH	ADJ
14	1701289026	SHANTANU KUMAR NAYAK	Shantanu Kr Nay
15	1701289028	JNANABHUSANA BEHERA	Janabhusan Beh
16	1701289029	HRUSHIKES MOHANTA	H. M
17	1701289031	AFAQUE ANWAR AZAD	A. A Azad
18	1701289032	SHALINI	Shalini
19	1701289033	SAHIL MAHAPATRA	Sahil M.P
20	1701289034	DEBASHISH PANDA	Debashish Panda
21	1701289037	PRIYABRATA DAS	ADJ
22	1701289041	DEEPSHIKHA SAHOO	Deepshikha Sahoo
23	1701289044	PRANAYA KUMAR SINGH	Pranaya Kumar
24	1701289046	POOJA MOHARANA	P. Moharana
25	1701289056	SAURABH SUBUDHIRAY	Saurabh
26	1701289057	SWASTIK DEBAPRIYA ROUT	Swastik D.P
27	1701289060	GUPTA PRASAD SABAT	G. P Sabat
28	1701289062	BIJAYANANDA LENKA	Bijay Nanda
29	1701289063	KUMAR GAURAV	Gaurav
30	1701289064	ANKUR BASUMALLICK	Ankur Basu
31	1701289069	DEBASISH PANDA	D. Panda
32	1701289073	SAMHITA SWAYAMSIDDHA SAHOO	ADJ
33	1701289074	ABHILASH CHAMPATIRAY	A. Champ
34	1701289077	PREETAM KUMAR BEHERA	Rabi
35	1701289078	SILPI RAM	S. Ram
36	1701289081	BISWAJEET NAYAK	B. Nayak
37	1701289083	ALAKA SAHU	A. Sahu
38	1701289088	PRACHI PRACHURYA ROUT	ADJ
39	1701289089	ROHIT KUMAR JENA	AB
40	1701289090	NATASHA MOHAPATRA	Nadra
41	1701289091	SAI HARSSIT	Natasha
42	1701289093	MANISHA DAS	
43	1701289097	SRITAM NAYAK	

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44	1701289098	ASIM ARBIND SAMAL	
45	1701289099	SUMAN MOHANTY	
46	1701289100	SHWETA	
47	1701289101	SHIVAM SRI	
48	1701289102	SUBHAM KUMAR PADHIHARY	
49	1701289103	RASMIRANJAN SWAIN	
50	1701289104	PRALAY RANJAN SAHOO	
51	1701289107	SWASTIK SRICHANDAN SAHOO	
52	1701289110	SURYAKANTA KABI	
53	1701289111	PRISITA PATEL	
54	1701289112	HIMANSHU BHUSAN SAHOO	
55	1701289114	LIPSA LUSINA PRIYADARSHINI	
56	1701289117	PRIYANKA PRIYADARSINEE	
57	1701289118	SIBANI MOHANTY	
58	1701289119	SUBHASHREE SUCHISMITA DAS	
59	1701289122	CHINMAYA PATRA	
60	1701289124	PARESH KUMAR SAHOO	
61	1701289127	SWETALEENA BASA	
62	1701289135	ANKITA PRIYADARSHINI SWAIN	
63	1701289137	PREETILISA RAY	
64	1701289138	ASHUTOSH PADHI	
65	1701289148	DINESH SAHOO	
66	1701289149	SUSHREE MOHANTY	
67	1701289157	DIBYASHREE MOHANTY	
68	1701289161	SIPRA JENA	
69	1701289184	PRATIKSHA BARIK	
70	1701289191	MRINMOY KUMAR	
71	1701289203	GAYATRY PANDA	
72	1701289209	ABHIJEET MAHARANA	
73	1701289210	KUMAR SURJYAM	
74	1701289217	GAYATREE PATNAIK	
75	1701289220	OMM PRASAD SAHOO	
76	1701289221	TULIKA KUMARI	
77	1701289223	RITESH KUMAR PANDA	
78	1701289226	BISWAJIT BEHERA	
79	1701289227	ANKIT MOHAPATRA	
80	1701289231	PUNYA SANGEET DHAL	
81	1701289232	SASMITA SAHOO	
82	1701289234	JANNAT KUMAR PRADHAN	
83	1701289235	RADHAGOBINDA MEHER	
84	1701289237	HAREKRUSHNA LENKA	
85	1701289238	RAMA CHANDRA PANDA	
86	1701289246	NITYANANDA BISWAL	
87	1701289250	NADIP KUMAR JENA	
88	1701289252	YASISH GAUCHAN	
89	1701289261	SHAILJA SINHA	
90	1701289265	S BIGHNESH KUMAR	
91	1701289270	SATYABRATA JENA	
92	1701289274	SUBHASHREE MALLA	
93	1701289277	ANANYA ANINDITA	

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94	1701289281	PRIYA PRIYADARSINI SWAIN	
95	1701289282	CHINMAYEE DASH	
96	1701289283	ARPITA SWAIN	
97	1701289285	DILAN NAYAK	
98	1701289286	HRUDANANDA PRADHAN	
99	1701289287	BISWAJIT SAHOO	
100	1701289290	SUBHRA BISWAL	
101	1701289293	ABHILIPSA SAMAL	
102	1701289297	ABHIJEET KUMAR NAYAK	
103	1701289298	ABHISHEK BEHERA	
104	1701289299	ABHISHEK MISHRA	
105	1701289300	ADITYA BHUSAN BISWAL	
106	1701289341	AKASH MOHAPATRA	
107	1701289342	AMIT SINGH	
108	1701289343	AMULYA KUMAR SATPATHY	
109	1701289344	ARABINDA NAYAK	
110	1701289345	ARNABA ROUT	
111	1701289346	ARSHLAAN NOOR	
112	1701289347	ASHUTOSH NAYAK	
113	1701289348	AVASMINI DAS	
114	1701289349	BAIKUNTHA PRASANA MOHANTY	
115	1701289350	BIJAYA LAXMI SAHANI	
116	1701289351	BISWARANJAN PANDA	
117	1701289352	CHANDAN KUMAR RAI	
118	1701289353	DEBADATTA SWAIN	
119	1701289354	DEBOSHREE CHOWDHURY	
120	1701289355	DEVNANDAN RAJ SHARMA	
121	1701289356	GAURAV KUMAR	
122	1701289357	GULNAAZ PARWEEN	
123	1701289358	HIMANSU SEKHAR GOUDA	
124	1701289359	JOGAMAYA OTTA	
125	1701289360	JYOTI PRAKASH NAYAK	
126	1701289361	LEENA PARIDA	
127	1701289362	LOPITA LAGNACHITA MISHRA	
128	1701289363	MAHAPRASAD NAYAK	
129	1701289364	MANORAMA MOHANTY	
130	1701289365	NAVAJAT TRIPATHY	
131	1701289366	NAVEEN KUMAR	
132	1701289367	NAVNEETA PRASAD	
133	1701289368	NIRAKAR SAHOO	
134	1701289369	NIWAS KUMAR	
135	1701289370	PALLAVI KULSHRESTHA	
136	1701289371	PIYUSH KUMAR	
137	1701289372	PRACHIPRALIPTA BHANJA	
138	1701289373	PRATIK PATTANAIK	
139	1701289374	PREETI RAI	
140	1701289375	PRIYANKA PATEL	
141	1701289376	RAUSHAN KUMAR SINGH	
142	1701289377	RICKY KUMAR	
143	1701289378	RISHIKA MISHRA	

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144	1701289379	ROJA DAS	
145	1701289380	SAHIL KUMAR BESHRA	
146	1701289381	SAMPAD KUMAR BINDHANI	
147	1701289382	SANTOSINI PATTANAYAK	
148	1701289383	SASWAT ROUT	
149	1701289384	SATYABRATA SAHOO	
150	1701289385	SATYABRATA SAHU	
151	1701289386	SAYAK ROY	
152	1701289387	SHISHIR VATS	
153	1701289388	SHIVANI NAYAK	
154	1701289389	SHUBHAM RAJ	
155	1701289390	SHWETA TRIPATHY	
156	1701289391	SIDDHARTHA SARTHAK	
157	1701289392	SIMRAN ACHARYA	
158	1701289393	SIMRAN DIXIT	
159	1701289394	SIMRAN PRAHARAJ	
160	1701289395	SIPRA RAY	
161	1701289396	SK FAYEEMUDDIN	
162	1701289397	SMRUTI RANJAN JENA	
163	1701289398	SONALI JENA	
164	1701289399	SOUBHAGYA RANJAN ROUT	
165	1701289400	SOUMYARANJAN NATH	
166	1701289401	SUBHAKANTA SETHY	
167	1701289402	SHUBHAM KUMAR ROUT	
168	1701289403	SUBHANKITA JENA	
169	1701289404	SUBHASHREE SAHU	
170	1701289405	SUBHASMITA DAS	
171	1701289406	SUDESHNA SETH	
172	1701289407	SUMAN DAS	
173	1701289408	SUSHANTA MAHATO	
174	1701289409	SUSHILA MAJHI	
175	1701289410	TARUN KANTI SAMANTA	
176	1821289008	ARPITA MULIA	
177	1821289011	BADAL PARIJA	
178	1821289043	SALINA PATI	

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Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
2	1701289027	SITESH MISHRA	Sitesh Mishra
3	1701289035	ARINDAM SAHOO	D Sahoo
4	1701289039	SANDEEP KUMAR BEHURA	
5	1701289048	MANOSMITA SAMANTARAY	
6	1701289051	SWARAJ SAMANTARAY	
7	1701289053	ADARSH DARSHAN BEHERA	A. Behera
8	1701289055	GURUPAD RAY	
9	1701289072	TUSARKANTA MISHRA	
10	1701289075	BAPAN KARMAKAR	
11	1701289116	ABHISHEK PRADHAN	A Pradhan
12	1701289123	LOPAMUDRA MISHRA	
13	1701289130	RUDRA KAWAR	
14	1701289133	SUBHAM PATRA	Subham Patra
15	1701289141	SOUMYARANJAN SATAPATHY	S R Satapathy
16	1701289145	BASANT SETHI	B. Sethi
17	1701289147	RAKHEE DAS	
18	1701289166	AMLAN PATTNAIK	A Pattnaik
19	1701289171	SURAJ KUMAR SAHOO	
20	1701289180	SOUMYA SUBHAM PATRA	
21	1701289181	AVIPSA BAL	
22	1701289182	NISHA SAWARA	N Sawara
23	1701289186	SARTHAK SAMAL	Sarthak Samal
24	1701289187	NILAMADHAB BEHERA	
25	1701289194	SURAJ KUMAR MOHANTY	Sk Mohanty
26	1701289197	SMRITI TIWARY	Smriti Tiwari
27	1701289207	BISHNU PRIYA NAIK	B P Naik
28	1701289242	AKASH BAKSHI	
29	1701289251	MADHUSMITA MALLICK	M Mallick
30	1701289257	AYASHAKANT SWAIN	A Swain
31	1701289263	GITAGOBINDA BEDANTA	
32	1701289264	VENKAT RAMAN BEHERA	V.R. Behera
33	1701289272	NIBEDITA MOHANTY	N Mohanty
34	1701289273	S SONU PATRA	S. Sonu Patra
35	1701289279	SOUMYA RANJAN SAHOO	Soumya Ranjan Sahoo
36	1701289280	TURALA DEVI PRASANNA	
37	1701289289	DHEERAJ KUMAR	
38	1701289292	SATYAM SAMAL	
39	1701289309	ABHISHEK KUMAR	
40	1701289310	ANUP KUJUR	
41	1701289467	BINIT KUMAR PANDA	
42	1701289468	C SAI RAKSHA	

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43	1701289469	DEEPAK BEHERA	
44	1701289470	GANESH PRADHAN	
45	1701289471	KUMAR SAI PRITAM	
46	1701289472	MADHAV KUMAR	
47	1701289473	MADHUMAYEE PATRA	M. Patra.
48	1701289474	MAHESWATA DAS	
49	1701289475	MAYURESH MOHANTY	M. Mohanty.
50	1701289476	MD ANJAR KHAN	
51	1701289477	PRABHU DAYA ABHIJEET	
52	1701289478	PRERNA KUMARI SINGH	
53	1701289479	RABINDRA KUMAR SENAPATI	
54	1701289480	SIMRAN KUMARI	
55	1701289481	SOURAVRAJ PARIDA	

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289008	ANIKET PANDIT	A. Pandit
2	1701289010	PRITAM PAUL	P. Paul
3	1701289012	FARHAT PERWEEN	F Parveen
4	1701289020	CHIRANJIB MOHAPATRA	Chiranjib
5	1701289038	ROHIT KUMAR PRAJAPATI	ABS
6	1701289040	PRUTHWIRAJ PATTANAYAK	P. P
7	1701289045	SOURAV DASH	
8	1701289065	SOUMYA JYOTI SAHOO	S. J Sahoo
9	1701289066	BISWA RANJAN ROUT	B. Ranjan
10	1701289067	DEBAJYOTI SAHU	Deba Sahu
11	1701289068	ARIJIT SAHOO	Arijit Sahoo
12	1701289070	ABHISHEK MOHANTY	
13	1701289079	TARINI KUMAR PATRA	
14	1701289082	RITESH KUMAR TARENIA	
15	1701289086	SAHIL SINGH	Sahil Singh.
16	1701289092	ASTIK MAHALA	Astik Mahala
17	1701289094	SHEKHAR KUMAR RAY	ABS
18	1701289096	SUPRITI DAS	S. Das
19	1701289120	JYOTIPRAKASH SAMAL	J. Samal
20	1701289125	BISHNU PRIYA ROUT	BP Rout
21	1701289128	PRANAB RANJAN SARANGI	P. R Sarangi
22	1701289129	SOUMYA SWARUP SUBUDHI	ABS
23	1701289132	ANKITA NANDA	Ankita Nanda.
24	1701289136	SOMJIT SWAIN	S Swain
25	1701289139	TELIDEVULAPALLI KAMESWARI PRANATI	TK Pranati
26	1701289140	KARAN KUMAR SINGH	K. Singh
27	1701289142	SUJIT TRIPATHY	ABS
28	1701289143	ROHAN KUMAR PANDA	Rohan
29	1701289146	ANUSHRITA BARUAH	A. Baruah
30	1701289153	MEENAKHI PANIGRAHY	M P
31	1701289155	JITEN KUMAR PANDA	J. K. Panda
32	1701289156	ANINDITA PATTNAIK	A. Pattnaik
33	1701289159	ANKISHA NAYAK	Ankisha
34	1701289163	PRADIPTA PALEI	ABS
35	1701289164	DIVYA RAJ	Divya Raj
36	1701289165	MEGHANA PATTANAIK	Absent
37	1701289168	BANAPILI SAIKUMAR	B. S.
38	1701289173	SYED ANWAR FARAZ HASHMI	ABS
39	1701289174	SIMRAN BAHUGUNA	Simran Bahuguna
40	1701289175	SHREYASHI RAJ	ABS
41	1701289176	SUMAN SUTAR	Suman Sutar
42	1701289178	PRANAB KUMAR SAMAL	P. K. Samal
43	1701289183	SIMRON MOHAPATRA	Simron
44	1701289193	SAILESH MISHRA	

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45	1701289196	ASISH DASH PARTHASARATHY	
46	1701289206	SUNIT RANJAN DAS	
47	1701289213	SANDEEP KUMAR SAHOO	
48	1701289216	RITURAJ DAS	
49	1701289222	SALINA MOHANTY	
50	1701289230	ADHISTHA SWAIN	
51	1701289239	SONAL KUMAR	
52	1701289240	SOURABH CHANDRA PAUL	
53	1701289243	GAYATRI SAMANTARAY	
54	1701289244	DEEPAK KUMAR SWAIN	
55	1701289248	CHANDAN NAYAK	
56	1701289249	SHIVANGI MOHANTY	
57	1701289254	SUCHISMITA SUBUDHI RAY	
58	1701289255	ABINASH SAHOO	
59	1701289256	AMIT KUMAR SAHOO	
60	1701289259	LIPSITA SAHU	
61	1701289260	SUMAN KUMAR DAS	
62	1701289262	PRIYA SORENG	
63	1701289266	SAYANGSIKHA MISHRA	
64	1701289267	DEBASISH DASH	
65	1701289271	ANKRIT PATTANAYAK	
66	1701289275	SHWETA PATNAIK	
67	1701289276	ANKITA PRIYADARSINI DAS	
68	1701289278	SUPRIYA	
69	1701289306	ABHIYANK SHANKAR	
70	1701289307	ADITI SINGH	
71	1701289308	ANKIT KUMAR SINGH	
72	1701289443	ANUSHKA GIRI	
73	1701289444	APARNA RAJ	
74	1701289445	BIREN DAS	
75	1701289446	DEBENDRA RANJAN BEHERA	
76	1701289447	DIBYAJYOTI RAY	
77	1701289448	KRISHNANDU PRADHAN	
78	1701289449	MANOJ SAHOO	
79	1701289450	NITIN KUMAR BEHERA	
80	1701289451	PINKY KUMARI	
81	1701289452	PRAJNYA ALOKITA PRADHAN	
82	1701289453	PRATIK KUMAR	
83	1701289454	PRIYANKA BEHERA	
84	1701289455	RACHITA RITALI	
85	1701289456	RAMESH AGHARIA	
86	1701289457	RASMITA MALLIK	
87	1701289458	SACHIDANANDA SAHOO	
88	1701289459	SAMBIT MOHANTY	
89	1701289460	SAMBIT PRASAD PARIDA	
90	1701289461	SHRITAM DAS	
91	1701289462	S.K NIAYZ UDDIN	
92	1701289463	SUBHASIS PRADHAN	
93	1701289464	SUBRAT KUMAR NAYAK	
94	1701289465	SURYA NARAYAN SAHOO	

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95	1701289466	ZEENAT PRAWEEN	Zeenat Praween
96	1821289018	GAZAL AFROZ	
97	1821289026	M ASHISH KUMAR	M. Kumar
98	1821289032	PRATYUSHA KUMAR SINGH	D.K Singh
99	1821289057	SUBHRANSHU SEKHER DHAL	S.S.D

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	1906289001	ANMITA MISHRA	Anmita Mishra
2	1906289002	ANSHUMAN SWAIN	Anshuman Swain
3	1906289003	ANSHUMAN TRIPATHY	Anshuman Tripathy
4	1906289005	ARPITA PANDA	Arpita Panda
5	1906289006	ARPITA PANDA	Arpita panda
6	1906289007	ASISH KUMAR SWAIN	Asish Kumar Swain
7	1906289008	AVIJITSAHOO	AVIJIT Sahoo
8	1906289009	BABITA PANIGRAHI	Babita Panigrahi
9	1906289010	BHAKTA PRAKASH PANDA	Bhakta prakash panda.
10	1906289011	CH GURUMURTHY RAO	CH Gurumurthy RAO
11	1906289012	CHINMOY PARIDA	Chinmoy Parida
12	1906289013	DIGDARSHAN MISHRA	Digdarshan Mishra
13	1906289014	DIPMALA GUPTA	Dipmala Gupta
14	1906289015	HIMALAYA BAL	Himalaya Bal
15	1906289016	JEEBAN PARIDA	Jeeban Parida
16	1906289017	JYOSTNA RANI DAS	JYOSTNA RANI DAS
17	1906289019	KUMAR DEBASIS SWAIN	Kumar debasis swain
18	1906289020	LIPIKA MUDULI	Lipika
19	1906289021	LIPIKA SAMAL	Lipika Samal
20	1906289022	LOINA DHAL	Loina Dhal
21	1906289023	NAUSHEEN	Nausheen
22	1906289025	OM PRAKASH PATRA	OM PRAKash Patra
23	1906289026	PARTHA SARATHI OJHA	Partha Sarathi Ojha
24	1906289027	PRAJNAPARAMITA DWIBEDI	Prajnaparamita Dwibedi
25	1906289028	PRAKASH KUMAR NAYAK	Prakash kumar Nayak
26	1906289029	PRATIVA NAYAK	Prativa Nayak
27	1906289030	PRIYAMBADA PRADHAN	Priyambada Pradhan
28	1906289031	PRIYANKA PRIYADARSHINI	Priyanka Priyadarshini
29	1906289032	PUJA BARIK	Puja Barik
30	1906289033	RAHUL KUMAR JENA	Rahul Kumar Jena
31	1906289034	RESHMA KHUNTIA	Reshma Khuntia
32	1906289035	ROMITH V K	Romith VK
33	1906289036	RUPA JHA	Rupa Jha
34	1906289037	SAILENDU KUMAR PRUSTY	Sailendu Kumar Prusty
35	1906289038	SANJUKTA APAT	Sanjukta Apat
36	1906289039	SARASWATI BEHERA	Saraswati Behera
37	1906289040	SASWAT SUNDARAY	Saswat Sundaray
38	1906289043	SATYANARAYAN NAYAK	Satyanarayan Nayak
39	1906289044	SIBANI MISHRA	Sibani Mishra
40	1906289045	SIBANI PATTNAIK	Sibani Pattnaik
41	1906289046	SIBENDU SARASWATA PANDA	Sibendu Saraswata Panda
42	1906289047	SONAM PANDA	Sonam Panda
43	1906289048	SUBASH CHANDRA BASKEY	Subash Chandra Baskey

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44	1906289049	SUBHASHREE NIHARIKA PRIYADARSHINI	Subhashree Niharika Priyadarshini
45	1906289050	SUBHASHREE PATI	Subhashree Pati
46	1906289051	SUBHASMITA SAHOO	Subhasmita Sahoo
47	1906289052	SUBHASREE SUBHADARSANI MALLICK	Subhashree Subhadarshini Mallick
48	1906289053	SUNIL KUMAR PRADHAN	Sunil Kumar Pradhan
49	1906289054	SURESH CHANDRA BASKEY	Suresh Chandra Baskey
50	1906289055	SWARAJYA KUMAR PRADHAN	Swarajya Kumar Pradhan
51	1906289056	TAPASWINI BHUINBAL	Tapaswini Bhuinbal
52	1906289059	UDITNARAYAN SATAPATHY	Uditnarayan Satapathy
53	1906289062	AMARESH CHANDRA KAR	Amaresh Chandra Kar
54	1906289065	BARSHARANI BISWAL	Barsharani Biswal
55	1906289068	BEDAPRAKASH JENA	Bedaprakash Sahoo
56	1906289071	BISWAJIT SAHOO	Biswajit Sahoo
57	1906289074	CHIRANJIB SAMANTARAY	Chiranjib Samantaray
58	1906289077	HARISH KUMAR JENA	Harish Kumar Jena
59	1906289080	JEEBANJYOTI MOHAPATRA	Jeebanjyoti Mohapatra

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Bhubaneswar-751024

Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: Master of Computer Application

Sl. No.	REGD NO	NAME	SIGNATURE
4	1925289048	SAUMYA SHREE SHEPHALIKA	SAUMYA SHREE SHEPHALIKA
5	1925289049	SHUBHASMITA BEHERA	Shubhasmita Behera
6	1925289050	SMITA MANGARAJ	Smita Mangaraj
7	1925289051	SNEHANSU SEKHAR MOHAPATRA	Snehansu Sekhar Mohapatra
8	1925289052	SONALI PRIYADARSHINI NAYAK	Sonali Priyadarshini Nayak
9	1925289053	SRIKANTA PRADHAN	Srikanta Pradhan
10	1925289054	SUPRITI MOHANTY	Supriti Mohanty
11	1925289055	SUPRIYA NANDINI	Supriya Nandini
12	1925289056	SWADESH RANJAN BHUYAN	SWADESH RANJAN BHUYAN
13	1925289057	SWOYANSU SAHOO	Swoyansu Sahoo
14	1925289001	ABHISHEK PANI	Abhishek Pani
15	1925289002	ALPANARANI BEHURA	Alpanarani Behura
16	1925289003	AMIT KUMAR PRAHARAJ	Amit Kumar Praharaj
17	1925289004	AMLAN MISHRA	AMLAN MISHRA
18	1925289005	ANWESHA PANIGRAHI	Anwesha Panigrahi
19	1925289006	BHAGYASHREE LENKA	Bhagyashree Lenka
20	1925289007	CHINMAYA MOHANTY	Chinmaya Mohanty
21	1925289008	CHINMYEE SETHI	Chinmyee Sethi
22	1925289010	JAGADANANDA PATTANAYAK	Jagadananda Pattanayak
23	1925289011	JYOTI PRADHAN	JYOTI PRADHAN
24	1925289012	KESHAB KUMAR SAHOO	Keshab Kumar Sahoo
25	1925289013	KHAGESWAR SAHOO	Khageswar Sahoo
26	1925289014	KIRAN JYOTI MOHAPATRA	Kiran Jyoti Mohapatra
27	1925289015	KRISHNA SENAPATI	Krishna Senapati
28	1925289016	MADHUMALA NAYAK	Madhumala Nayak
29	1925289017	MAHESH RANJAN KAR	Mahesh Ranjan Kar
30	1925289018	MAYURI ROUT	Mayuri Rout
31	1925289019	MONALISA PANDA	Monalisa Panda
32	1925289020	MONALISA SATPATHY	Monalisa Satpathy
33	1925289021	NITIN MUKESH	Nitin Mukesh
34	1925289022	OMKARNATH PADHY	Omkarnath Padhy
35	1925289023	PAYAL SUKLA	Payal Sukla
36	1925289024	PIKUN DAS	Pikun Das
37	1925289025	PUJA MISHRA	Puja Mishra
38	1925289026	RAHUL PRADHAN	Rahul Pradhan
39	1925289027	RAJALAXMI SAHOO	Rajalaxmi Sahoo
40	1925289028	RAKESH PARIDA	RAKESH PARIDA
41	1925289029	SANGHAMITRA [illegible]	Sanghamitra Rau
42	1925289030	SANJEETA MUNDA	Sanjeeta Munda
43	1925289031	SATYADARSHAN PANDA	Satyadarshan Panda
44	1925289032	SMRUTIRANJAN PANDA	Smrutiranjan Panda
45	1925289033	SOUMYA RANJAN MOHAPATRA	Soumya Ranjan Mohapatra
46	1925289034	SRADHA SUMAN DASH	Sradha Suman Dash

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47	1925289035	SUBHAM BEBORTA	Subham Beborta
48	1925289036	SUBRAT MOHANTY	Subrat Mohanty
49	1925289038	SUMAN KUMAR DAS	Suman Kumar Das
50	1925289039	SURAJ PATTNAIK	Suraj Pattnayak
51	1925289040	SUVAM SUVAJIT BARIK	Suvam Suvajit Barik
52	1925289041	SWAPNARANI NAYAK	Swapnarani Nayak
53	1925289042	SWATI MISHRA	Swati Mishra
54	1925289043	UJALINI NATH	Ujalini NATH
55	1925289044	UJJAL KUMAR LENKA	Ujjal Kumar LENKA

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Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 07.12.2019

This is to inform you that Pre-Placement Training Programme will be conducted on 25th December 2019 for 5th semester B.Tech, 3rd Semester MBA and MCA at Auditorium (Block-5) as per given schedule:

Sl No	Department	Time
1	Mechanical & Civil	10:30 AM to 12:00 Noon
2	Electrical Engineering	10:30 AM to 12:00 Noon
3	EEE & ETC	10:30 AM to 12:00 Noon
4	Computer Science Engineering	1:30 PM to 3:00 PM
5	Information Technology	1:30 PM to 3:00 PM
6	MBA	3:30 PM to 5:00 PM
7	MCA	3:30 PM to 5:00 PM

It is compulsory for all the students to attend the training session without fail.

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Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Mr. Sangram Pujari (Smart Private Limited)**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE & TIME	**07.12.2019 & 10.30 AM to 5.00 PM**

On December 7, 2019, Trident Academy of Technology hosted a Pre-Placement Training Programme at the Auditorium (Block-5), led by Mr. Sangram Pujari, Managing Director of Smart Private Limited. The event was tailored for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, with sessions scheduled by department and time. The Mechanical, Civil, Electrical, and EEE and ETC students attended from 10:30 AM to 12:00 Noon. Computer Science Engineering and Information Technology students participated from 1:30 PM to 3:00 PM, followed by MBA and MCA students from 3:30 PM to 5:00 PM. Attendance was compulsory to improve students' job readiness and employability.



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Trident Academy of Technology
Bhubaneswar-751024

Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289272	ABHILASH KANUNGO	
2	1601289273	ABHISEK MISHRA	
3	1601289274	ABHISHEK KUMAR	
4	1601289275	ABINASH BHUTIA	
5	1601289276	ABINASH MOHAPATRA	
6	1601289277	ADARSH KUMAR SINGH	
7	1601289278	ADITYA DASH	
8	1601289279	AJAYA KUMAR DAS	
9	1601289280	AMAN ANSUMAN SAHOO	
10	1601289281	AMAN KUMAR PANDEY	
11	1601289282	ANTO MAJHI	
12	1601289283	ASHUTOSH SWAIN	
13	1601289284	ASISH PRADHAN	
14	1601289285	BHABANI SANKAR JENA	
15	1601289286	BHABANI SHANKAR SAHOO	
16	1601289287	BIBEKANANDA DAS ADHIKARI	
17	1601289288	DIBYARANJANKABI	
18	1601289289	GOURAV NAIK	
19	1601289290	LOKANATH MOHAPATRA	
20	1601289291	MUSTAFI KHAN	
21	1601289292	PANKAJ RAY	
22	1601289293	PRADOSH KHUNTIA	
23	1601289294	PRATAP MAJHI	
24	1601289295	RAKESH ROSHAN PAL	
25	1601289296	RANJIT KUMAR SAHOO	
26	1601289297	RASHMI RANJAN SETHY	
27	1601289298	SATYARANJAN DASH	
28	1601289299	SIDHARTH SHEKHAR ROUT	
29	1601289300	SOMYARANJAN SAMAL	
30	1601289301	SRIRAM SWARUP DASH	
31	1601289302	SUBHAM SRIVASTAV	
32	1601289303	SUMIT YADAV	
33	1601289304	UMANJEET SINGH	
34	1601289417	DHANANJAY NAYAK	
35	1601289418	MD AJAZ HAIDER	
36	1601289419	PARESH SAMAL	
37	1601289420	RAHUL KUMAR SINGH	
38	1601289421	RASHMIRANJAN GIR	
39	1601289422	RUP KIRAN RO	
40	1601289423	SAMEER KUMAR BEHERA	
41	1601289424	SIBASISH ROUT	
42	1601289425	SIDDHARTHA SAHU	
43	1601289426	SUBHENDU PATTANAIK	

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44	1601289427	VIKAS KUMAR PANDEY	
45	1601289459	ARMAN SWAIN	
46	1601289460	DUSMANTA KUMAR NAIK	
47	1601289461	SOUMYA RANJAN DANI	
48	1601289525	SUDHANSU SEKHAR PANDA	
49	1601289526	ADITYA SHARMA	
50	1601289527	AMAN JAISWAL	
51	1601289528	ASHUTOSH SAHOO	
52	1601289529	AVINASH KUMAR MAHTO	
53	1601289530	JAGANNATH NAIK	
54	1601289531	MANAS NAIK	
55	1601289532	PRAKASH CHANDRA BARIK	
56	1601289533	PREETISH KUMAR NAIK	
57	1601289534	PRIYARANJAN PATRA	
58	1601289535	RAJALAXMI ROUTRAY	
59	1601289536	SAGAR SAMAL	
60	1601289537	SWAGAT KUMAR MOHANTY	
61	1721289001	BINAY KUMAR PRADHAN	
62	1721289011	SUMANTA MAHAPATRA	
63	1721289014	B PRABHAKAR REDDY	
64	1721289019	CHANDAN KUMAR GANTAYAT	
65	1721289021	PRASANTA KUMAR BEHERA	
66	1721289030	SRUTI RANJAN JENA	
67	1721289037	SURAJ MOHANTY	
68	1721289040	ANSHUMAN NAYAK	
69	1721289044	RAJESH MOHANTY	
70	1721289045	SATYABRATA BEURIA	
71	1721289047	DINESH KUMAR SAHOO	
72	1721289051	SHAKTI PRASAD DASH	
73	1721289054	SANTANU GARNAIK	
74	1721289056	MUBASSER HUSSAIN	
75	1721289058	SITUN SEKHAR JENA	
76	1721289063	ABHISEK DASH	
77	1721289080	ABHIJIT PARIDA	
78	1721289081	ALOK KUMAR RAY	
79	1721289082	HADIBANDHU MARNDI	
80	1721289083	NADEEM ALAM	
81	1721289084	RISHI KUMAR SHARMA	
82	1721289085	SK WASIM AKHTAR	
83	1721289086	SOMYA SUMAN PATTANAYAK	
84	1721289087	TUSHAR SETHY	

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Trident Academy of Technology
Bhubaneswar-751024

Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Civil Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289001	AMIYA RANJAN SETHI	Amiya Ranjan Sethi
2	1601289002	CHANDAN KUMAR	Chandan Kumar
3	1601289004	JANMEJAYA ROUT	Janmejaya Rout
4	1601289005	JAY PRAKASH	Jay Prakash
5	1601289006	JYOTI RANJAN SWAIN	Jyoti Ranjan Swain
6	1601289007	MOHAMMED ZIWAUL HAQUE ABEDIN	
7	1601289009	NIKHIL RAJ SHARMA	
8	1601289010	OMKAR BAG	Om Kar Bag
9	1601289011	PRAGNYA PRIYADARSHINI	PRAGNYA priyadarshini
10	1601289012	RUPESH PRUSTY	Rupesh Prusty
11	1601289013	SACHIN KUMAR NAYAK	Sachin Kumar Nayak
12	1601289014	SATYA NARAYAN JENA	Satya Narayan Jena
13	1601289016	SUBRAT KUMAR PRADHAN	Subrat kumar pradhan
14	1601289017	SWAYAMBHU PRASAD DEBATA	Swayambhu prasad debata
15	1601289018	TAPAN KUMAR BARIK	Tapan Kumar Barik
16	1601289020	ASHISH KUMAR SAHOO	Ashish Ku. Sahoo
17	1601289325	BRIJENDRA KUMAR	BRIJENDRA KUMAR
18	1601289326	GAURAV KUMAR	GAURAV Kumar
19	1601289327	MANESH YADAV	Manesh Yadav
20	1601289328	RAHUL PATRA	Rahul Patra
21	1601289329	SIDHARTH JHANKAR	Sidharth Jhankar
22	1601289330	SONALI MISHRA	Sonali mishra
23	1601289331	SOUMYA RANJAN PRADHAN	Soumya Ranjan Pradhan
24	1601289332	SUSANTA KUMAR BARIK	Susanta Kumar Barik
25	1601289428	DEBAPRIYA PANIGRAHI	Debapriya Panigrahi
26	1601289429	P SANJEEB KUMAR SUBUDHI	P Sanjeeb Kumar Subudhi
27	1601289430	RAKESH RANJAN	
28	1601289431	RUDRAPRATAP HARICHANDAN	Rudraprotap Harichandan
29	1601289462	SURAJ SMRUTI SHEKHAR SAMAL	Suraj Smruti Shekhar Samal
30	1601289463	BARSHA BARISWEETA SETHI	Barsha Bariswweta sethi
31	1601289464	BINAPANI SAMAL	
32	1601289465	BIRENDRA KUMAR	Birendra Kumar
33	1601289466	JANTIROSE BAG	Jantirose Bag
34	1601289467	LAKSHMI BASUMATARY	Lakshmi Basumatary
35	1601289469	SNEHASMITA MOHARATHI	snehasmita moharathi
36	1601289470	SOMALIN PARIDA	Somalin Parida
37	1601289472	SWETANANDA MOHAPATRA	Swetananda Mohapatra
38	1721289006	JYOTIJYOTSNA PARIDA	Jyotijyotsna Parida
39	1721289007	SOMANATH BARAD	
40	1721289012	SUBHASHREE	Subhashree
41	1721289018	SUCHISMITA BEHERA	Suchismita Behera
42	1721289025	AMIT KUMAR DAS	Amit Kumar Das
43	1721289027	RACHANA RANA	Rachana Rana
44	1721289035	BIPASA SUBHADARSINI	
45	1721289043	TRUPTIMAYEE KAR	Truptimayee Kar
46	1721289046	RAHUL KUMAR PRADHAN	

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47	1721289048	SANTOSH KUMAR MANASINGH	Santosh Kumar Manasingh
48	1721289050	DARGA HANSDA	Darga Hansda
49	1721289059	PUSPITA MANGARAJ	Puspita mangaraj
50	1721289062	SOUJANYA DEY	Soujanya Dey
51	1721289065	AMIT ALI KHAN	Amit Ali Khan
52	1721289066	GYANESWAR ROUT	Gyaneswar Rout
53	1721289067	MIHIR RANJAN PANDA	Mihir Ranjan Panda
54	1721289069	SIBASUNDARA MALIK	Sibasundara Malik
55	1721289070	SUBODHA KUMAR MALIK	Subodha K. Malik
56	1721289072	SUMAN KATHAR	Suman Kathar
57	1601289003	HIMANSU MALLIK	Himansu Mallik
58	1601289008	NAMRATA SINGH BARIK	Namrata Singh Barik
59	1601289015	SIBANANDA NAYAK	Sibananda Nayak
60	1601289019	ABHISHEK NANDA	Abhishek Nanda
61	1601289021	DEBASHIS MOHANTY	Abs
62	1601289468	SIDHARTHA SHANKAR NAYAK	Sidhartha Shankar Nayak
63	1601289471	SWAPNALISA PAIKARAY	Swapnalisa Paikaray
64	1721289016	CH SMARANIKA PATRA	Ch Smaranika Patra
65	1721289023	PUSPANJALI RAY	Puspanjali Ray
66	1721289034	TRIDEV KUMAR SAHU	Tridev Kumar Sahu
67	1721289042	UTTAM BEHERA	Uttam Behera
68	1721289049	PRASANNA KUMAR SUCHEN	Prasanna Kumar Suchen
69	1721289055	LIPSARANI PAL	Lipsarani Pal
70	1721289064	ABINASH BEHERA	Abinash Behera
71	1721289068	SASMITA SAHOO	Sasmita Sahoo
72	1721289071	SUDEEP KUMAR BEHERA	Sudeep Kumar Behera
73	1721289073	TUSARKANTA PATTANAYAK	Tusarkant Pattanayak

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289189	ABHIJIT JENA	
2	1601289190	ABINASH MISHRA	
3	1601289191	AMIT KUMAR DAS	Amit Kumar Das
4	1601289192	AMRITA BINODINI SAHU	Amrita Binodini Sahu
5	1601289193	AMRITANSHU	Amritanshu
6	1601289194	ANURADHA RAJ	Anuradha Raj
7	1601289195	ASHIRBAD SINGH	Ashirbad Singh
8	1601289196	ASHIS KUMAR BARIK	Ashis Kumar Barik
9	1601289197	BISWAJEET ROUT	Biswajeet Rout
10	1601289198	CHITTA RANJAN BARIK	Chitta Ranjan Barik
11	1601289199	DEBASISH PARHI	Debashish Parhi
12	1601289200	DEEPAK KUMAR RAY	Deepak Ku. Ray
13	1601289201	DURGA PRASAD PANDA	Durga Prasad Panda
14	1601289202	EKTA KUMARI	Ekta Kumari
15	1601289203	GANESWAR MUNDA	
16	1601289204	GOURAV KUMAR PANIGRAHI	Gourav Ku Panigrahi
17	1601289205	JAYASHREE TRIPATHY	Jayashree Tripathy
18	1601289206	JULI KUMARI	Juli Kumari
19	1601289207	KAMALESH DAS	Kamalesh Das
20	1601289208	MALAYA KUMAR BARIK	Malaya Ku Barik
21	1601289209	MANISHA PARIDA	
22	1601289210	MANOJ KUMAR DASH	Manoj Kumar Dash
23	1601289211	MD JANESHAR AKHTAR	
24	1601289212	PRIYAMBADA JENA	Priyambada Jena
25	1601289213	RAHUL KUMAR	RAHUL KUMAR
26	1601289214	RAHUL SETHI	Rahul Sethi
27	1601289215	RAJALAXMI PANDA	Rajalaxmi Panda
28	1601289216	RAM CHANDRA HEMBRAM	
29	1601289217	RAVI KANT VERMA	Ravi Kant Verma
30	1601289218	RICHA SATPATHY	
31	1601289219	RUPESH KUMAR NISANKA	Rupesh Kumar Nisanka
32	1601289220	SANCHITA JENA	Sanchita Jena
33	1601289221	SANDIP KUMAR NAYAK	
34	1601289222	SARBJEET PARIJA	Sarbjeet Parija
35	1601289223	SATYABRATA PARHI	
36	1601289224	SHASHIKANTA SAHOO	
37	1601289225	SHRADHA SUPRITA PRUSTY	
38	1601289226	SHUBHAJEET DEY	Shubhajeet Dey
39	1601289227	SHUBHAM KUMAR SINGH	
40	1601289228	SOUBHAGYA SINGH	
41	1601289229	SOUMYASHREE DEY	Soumyashree Dey
42	1601289230	SOWMAYA RANJAN [illegible]	
43	1601289231	SUBHAM SUSE[illegible]HAR PANI	
44	1601289232	SUBHASHREE DEOBABU	
45	1601289233	SUPRIYA MALLICK	Supriya Mallick
46	1601289234	SURAJ DAS	
47	1601289235	SURBHI SUMAN	

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48	1601289236	SURYAKANTA BEHERA	
49	1601289237	SUVAM BASU	Suvam Basu
50	1601289238	SWATI HOTA	Swati Hota
51	1601289239	TILAK KUMAR DASH	
52	1601289240	VISHAL SEN	Vishal Sen
53	1601289241	ANISHA BANU	Anisha Banu
54	1601289242	DEEPNOVESH PRADHAN	
55	1601289243	RAJESH SAHOO	Rajesh sahoo
56	1601289244	ROHAN KUMAR PADHAN	
57	1601289245	SATYA PRAKASH NAYAK	S. Nayak
58	1601289246	SUJIT KANUNGO	
59	1601289320	ABHISHEK KUMAR	Abhishek Kumar
60	1601289321	PRANAY KUMAR SINGH	
61	1601289322	SANJEET	Sanjeet
62	1601289323	SHUBHAM SOURAV	
63	1601289324	VISHAL KUMAR	Vishal Kumar
64	1601289372	ADITYA KRISHNAN	Aditya Krishnan
65	1601289373	AKASH KUMAR	
66	1601289374	ANIL KUMAR SAHOO	
67	1601289375	ANJALI	ANJALI
68	1601289376	ANKIT SANU	
69	1601289377	ANURAG KAUSHAL THAKUR	
70	1601289378	ARCHANA ADHIKARI	
71	1601289379	ASHIRBAD SATAPATHY	
72	1601289380	ASHUTOSH DWIBEDI	Ashutosh Dwibedi
73	1601289381	BIJAY KUMAR SAHOO	
74	1601289382	BINEETA SAHOO	
75	1601289383	LOKNATH HEMBRAM	
76	1601289384	MADAN MOHAN DAS	Madan Mohan Das
77	1601289385	MADHUSMITA BORAH	
78	1601289386	MANAS RANJAN MISHRA	Manas Ranjan Mishra
79	1601289387	MRUGANK RAY	
80	1601289388	NIKITA OJHA	Nikita Ojha
81	1601289389	PANKHURI KUMARI	
82	1601289390	PARTHA SARATHI PANDA	Partha Sarathi Panda
83	1601289391	PRAFULLA KUMAR ROUT	
84	1601289392	PRAMOD KUMAR PRADHAN	Pramod Kumar Pradhan
85	1601289393	RITURAJ BHUYAN	
86	1601289394	SABYASACHI MOHANTY	
87	1601289395	SAHIL NAYAK	
88	1601289396	SAI CHARAN MISHRA	Sai charan mishra
89	1601289397	SAMEEKSHA PATTNAIK	
90	1601289398	SATYAKAM SARANGI	
91	1601289399	SAYAN GHOSH	Syan ghosh
92	1601289400	SOUMYARANJAN [illegible]	
93	1601289401	SUBHASMITA [illegible]	
94	1601289402	SUCHITRA DASH	Suchitra Dash
95	1601289403	SWETAPARNA MISHRA	
96	1601289404	UPASANA DAS	Upasana Das
97	1601289443	ANKITA MISHRA	

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98	1601289444	ARPAN SINGH	Arpan Singh
99	1601289445	ARPITA TRIPATHY	
100	1601289446	CHANDAN KUMAR SAHOO	
101	1601289447	GYAN PRAKASH	
102	1601289448	JYOTIBIR PRATAP RAI	
103	1601289449	PRASHANT KUMAR	
104	1601289450	SARFRAZ HUSSAIN	
105	1601289451	SIDDHARTH	
106	1601289452	SUBHANKAR SATPATHY	
107	1601289453	SUJIT KUMAR SAHU	
108	1601289502	PAYAL JYOTI PATRA	
109	1601289503	CHANDAN CHIRANJEEB SAHOO	
110	1601289504	CHANDAN HOTA	
111	1601289505	DEEPALI PATTANAIK	
112	1601289506	GOUTAM KUMAR RAY	
113	1601289507	PIYUSH PRATIK DAS	
114	1601289508	PRABHINNA PAYOI PATNAIK	
115	1601289509	PRIYADARSHI DUTTA	
116	1601289510	SAGARIKA PRIYADARSINI	
117	1601289511	SATYA RANJAN CHAND	
118	1601289512	SHAHANAWAJ ALAM	
119	1601289513	SHUBHAM KUMAR ROY	
120	1601289514	SMARANIKA RATH	
121	1721289026	RAJ SINGH	
122	1721289028	PRAMATHES MISHRA	
123	1721289036	BHAGYASHREE KUNDU	
124	1721289079	JYOTIRMAYEE RATH	
125	1601289179	DIBYARANJAN BARIK	

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical & Electronics Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289155	ADYASHA PANDA	ADYASHA PANDA
2	1601289156	ALOK RANJAN PRUSTY	Alok Ranjan
3	1601289157	ANKEETA SINGH DEO	Ankeeta Singh Deo
4	1601289158	ARIJIT KUMAR DHAL	Arijit Kr DHAL
5	1601289159	BISWAJEET SAMANTARAY	Biswajeet Sam
6	1601289160	BISWAJIT PUHAN	Biswajit Puhan
7	1601289161	BISWAMBER MURMU	Biswamber Murmu
8	1601289162	DEBASHIS BARIK	Debasish
9	1601289163	DEEPAK PRADHAN	Deepak Pradhan
10	1601289164	KUMAR ABHISHEK	Kumar Abhisek
11	1601289165	PRATEEK KUMAR PATEL	
12	1601289166	PRITAM SAHU	
13	1601289167	RAJASHREE MALLICK	Rajashree Malick.
14	1601289168	RAKHEE PATEL	Rakhee Patel
15	1601289169	SAIKH SHABAZ ALI	Saikh Shabaz Ali
16	1601289170	SANGRAM BEHERA	Sangram Behera
17	1601289171	SHANKAR MOHAPATRA	Shankar Mohapatra
18	1601289172	SIBASIS MAHAPATRA	Sibasis Mahapatra
19	1601289173	SOMANATH JENA	Somanath Jena
20	1601289174	SOUMESH KUMAR BIHARI	Soumyakumar
21	1601289175	SOURAV KAR	Sourav Kar
22	1601289176	TARUN CHANDRA MAHALIK	Tarun Chandra Mahalik
23	1601289354	ANANTABASUDEV PATRA	Anant Basudev Patra
24	1601289355	ASHUTOSH KAR	Ashutosh Kar
25	1601289356	ASHUTOSH MISHRA	
26	1601289357	CHHOTI KUMARI	Chhoti Kumari
27	1601289358	HARSH VARDHAN ARYA	Harsh Vardhan Arya
28	1601289359	M DIVYA JYOTI	M Divya Jyoti
29	1601289360	NIRANJAN SWAIN	Niranjan Swain
30	1601289361	PAPU PRADHAN	Papu Pradhan
31	1601289362	PRITAM KUMAR PATRA	Pritam K. Patra
32	1601289363	RAJEEV NANDAN	Rajeev Nandan
33	1601289364	SHEETAL PATTNAIK	
34	1601289432	BIKRAM KESHARI PARIDA	Bikram Keshri Parida
35	1601289433	GIRISH KUMAR PANDEY	Girish Kumar Pandey
36	1601289434	LAXMAN SOREN	Laxman Soren
37	1601289435	MAHIMITUPADHYAYA	Mahimitu Padhaya
38	1601289436	NIRLIPTA NITALI	
39	1601289437	RAJESWARI SWAIN	Rajeswari Swain
40	1601289438	RUBINA SAHOO	Rubina Sahoo
41	1601289439	RUCHISMITA PATEL	Ruchismita Patel
42	1601289489	BARNARUPA ROUT	Barnarupa Rout
43	1601289490	NIKITA NAYAK	Nikita
44	1601289491	AMIT KUMAR SINGH	Amit Kumar Singh
45	1601289492	BICHITRA PATRA	

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46	1601289493	BISWAJIT BARIK	Biswajit Barik
47	1601289494	JYOTI PRAKASH NAIK	Jyoti Prakash Naik
48	1601289495	JYOTISHREE ROUT	Jyotishree Rout
49	1601289496	MANIRATNAM DAS	Maniratnam Das
50	1601289497	RAHUL KUMAR RAJ	Rahul kumar Raj
51	1601289498	RISHAV LAKRA	
52	1601289499	VIKASH KUMAR	Vikash Kumar
53	1721289003	BARSHA SINGH	Barsha Singh
54	1721289009	SAUBHAGYALAKSHMI NAYAK	Saubhagyalakshmi Nayak
55	1721289017	RIKUN KUMAR PATEL	Rikun Kumar Patel
56	1721289022	PRATYUSH SAHOO	Pratyush Sahoo
57	1721289032	SAMEEKSHYA PANDA	Sameekshya Panda
58	1721289041	SIPRA SINGH SAMANTA	Sipra Singh Samanta
59	1721289053	SWETAPRANA SAHOO	
60	1721289057	SURYA KANTA SAMAL	Surya kanta Samal
61	1721289061	SUNIL KUMAR SAHOO	Sunil Kumar Sahoo
62	1721289078	S AYESHKANT	

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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289247	ARPITA APARAJITA TRIPATHY	Arpita Aparajita Tripathy
2	1601289248	ASHISH KUMAR BUGUDAI	Ashish Kumar Bugudai
3	1601289249	B SUDIPTA	B SUDIPTA
4	1601289250	BIKRAM KESHARI JENA	Bikram K Jena
5	1601289251	D PARWATESHWAR RAO	D Parwateswar Rao
6	1601289252	DEBASHISH SETH	Debasish Seth
7	1601289253	DEBASIS SARANGI	Dr. ASIS SARANGI
8	1601289254	DIPAK KUMAR MOHANTY	Dipak
9	1601289255	GHANASHYAM MOHANTY	Ghanashyam Mohanty
10	1601289256	HARPREET SINGH	
11	1601289257	MOHAMMAD SAHIL AFRIDI	Moh. Sahil
12	1601289258	NISHCHAY KUMAR SAHU	Nishchay Kumar Sahu
13	1601289259	SAIPRASAD LENKA	Saiprasad Lenka
14	1601289260	SHAILI KUMARI	Shaili Kumari
15	1601289261	SHINY SAMPITA KERKETTA	
16	1601289262	SMITA PRANGYA	Smita Prangya
17	1601289263	SOUMYA SOURAV NANDA	Soumya Sourav nanda
18	1601289264	SUBHRAKANTA SAHOO	Subhakanta Sahoo
19	1601289265	SUBODHANA ROUT	Subhana Rout
20	1601289266	SURIL SUCHARITA SENAPATI	Suril Sucharita Sen
21	1601289267	SWAMYA RANJAN SWAIN	Swayam Ranjan Swain
22	1601289268	SYED AAMIR RAZA	Syed Aamir Raza
23	1601289269	AMAR PRASAD ROUT	Amar P Rout
24	1601289270	BISWABHUSAN BAL	Biswabhusan Bal
25	1601289271	TUSAR KANTA SWAIN	Tusar Kanta Swain
26	1601289405	AKANKSHA	Akanksha
27	1601289406	AMIT PRAVA PATRA	
28	1601289407	BISWAJIT SWAIN	Biswajit Swain
29	1601289408	DEEPAK KUMAR ROUT	Deepak Kumar Rout
30	1601289409	M P ABINASH	M P ABINASH
31	1601289410	MAYANK RAJ	Mayank Raj
32	1601289411	NADEEM ANWAR	Nadeem Anwar
33	1601289412	PREM PRAKASH	Prem Prakash
34	1601289413	SHAMMA PRAVEEN	Shamma Praveen
35	1601289414	SIDHARTHA DASH	
36	1601289415	SWAGAT BARIK	Swagat Barik
37	1601289416	SWETA	Sweta
38	1601289454	ABHILASH ARYA	Abhilash arya
39	1601289455	AGNIBESHA MOHARANA	Agnibesha Moharana
40	1601289456	RASHMITA TARAI	
41	1601289457	RISHU KUMAR	
42	1601289458	SHREYASH PATRA	

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43	1601289515	ASHUTOSH SINGH	Ashutosh Singh
44	1601289516	DIBYAJYOTI PANIGRAHI	Dibyajyoti Panigrahi
45	1601289517	MIRZA TOUQIR BAIG	Mirza Touqir Baig
46	1601289518	RISHAB KUMAR	Rishab Kumar
47	1601289519	RITU GUPTA	Ritu Gupta
48	1601289520	RITU JAIN	ABS
49	1601289521	SANAYAKANTA MISHRA	Sanayakanta Mishra
50	1601289522	SOURAV DEY	Sourav Dey
51	1601289523	SURBHI JYOTI	Surbhi Jyoti
52	1601289524	TANMAY KUMAR	Tanmay Kumar

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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289022	ABHISEK SARANGI	Abhisek Sarangi
2	1601289023	ABHISHEK SWAIN	Abhisek Swain
3	1601289024	ADITYA JENA	Aditya Jena
4	1601289025	ALISHA PRIYADARSHINI	Alisha Priyadarshini
5	1601289026	AMARESH NATH	Amaresh Nath
6	1601289028	ANANDA BEHERA	Ananda Behera
7	1601289029	ANISH KUMAR SAHU	Anish Kumar Sahu
8	1601289030	ANISH KUMAR SAMAL	Anish Kumar Samal
9	1601289031	ANKITA MAHARANA	Ankita maharana
10	1601289032	ANKITA MISHRA	Ankita Mishra
11	1601289033	ANKITA PATTANAYAK	Ankita Pattanayak
12	1601289034	ANUP KUMAR PRADHAN	Anup Kumar Pradhan
13	1601289035	ARBIND KUMAR	ARBIND KUMAR
14	1601289036	ASHUTOSH PANDA	Ashutosh Panda
15	1601289037	ASHUTOSH SAHOO	
16	1601289038	ASHUTOSH SWAIN	Ashutosh Swain
17	1601289039	ASISH KUMAR SHARMA	Asish Kumar Sharma
18	1601289040	ASUTOSH NAYAK	Asutosh Nayak
19	1601289041	AYUSI PAHADASINGH	Ayusi Pahadasingh.
20	1601289042	BANITA JAIPURIA	Banita Jaipuria
21	1601289043	BARUNESH PANDA	Barunesh Panda
22	1601289044	BIBHU PRASAD PATRA	Bibhu Prasad Patra
23	1601289045	BIMALKUMARGHADEI	Bimal Kumar Ghadei
24	1601289046	BISHNU BIBHAB DAS	Bishnu Bibhab Das
25	1601289047	BISWABHUSAN DIXIT	Biswabhusan Dixit
26	1601289048	BISWAJIT MATIA	Biswajit Matia
27	1601289049	BISWAJIT NAYAK	Biswajit Nayak
28	1601289050	BISWARANJAN MISHRA	
29	1601289051	CHANDRA SEKHAR MOHANTY	Chandra Sekhar Mohanty
30	1601289052	CHINMAYA KUMAR JAGADEV	
31	1601289054	DEBASISH BIHARI	Debasish Bihari
32	1601289055	DEBASISH MOHAPATRA	D. Mohapatra
33	1601289056	DINESH KUMAR PANDEY	
34	1601289057	FARHAT NAAZ	
35	1601289058	GULAM RAHMANI	
36	1601289059	HARAPRASAD SAHOO	
37	1601289060	HIRANMAYEE DASH	
38	1601289061	JAGRITI DAS	Jagriti Das
39	1601289062	JAMES PRADHAN	
40	1601289063	JASHASWINI MOHANTY	

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41	1601289064	JASHOBANTA SAHOO	Jashobanta Sahoo
42	1601289065	JAYASHREE NAG	Jayashree Nag.
43	1601289067	KHUKU MILAN CHOUDHURY	Khuku Milan Choudhury
44	1601289068	KIRAN KUMAR PARIDA	Kiran K. parida
45	1601289069	KISHOR KUMAR MAHATO	
46	1601289070	KRITY KUMARI	
47	1601289071	LIPSARANI SAHOO	
48	1601289072	MANAS SONA	Manas Sona
49	1601289073	MD AHMED KHAN	MD Ahemed Khan
50	1601289074	MITHLESH KUMAR	Mithilesh Kumar
51	1601289075	MOHAMMAD NADEEM KHAN	Mohammad Nd Khan
52	1601289076	MONALI DAS	Monali Das
53	1601289077	MONALISA SAHOO	Monalisa Sahoo
54	1601289078	MONALISA SAHOO	Monalisa Sahoo
55	1601289079	NEETISH KUMAR GOUDA	Neetish Ku Gouda
56	1601289082	PAISHALI ACHARYA	Paishali Acharya.
57	1601289083	PANKAJ KUMAR BEHERA	Pankaj Kr Behera
58	1601289084	PAYAL MOHANTY	Payal Mohanty
59	1601289085	PAYAL PANDA	Payal Panda
60	1601289086	POOJARANI MAHANTA	
61	1601289087	POONAM BEHERA	Poonam Behera
62	1601289089	PRATYUSH KUMAR MISHRA	Pratyush K. Behera
63	1601289090	PRAVIN KUMAR	Pravin kumar
64	1601289092	PURUSOTTAM PANDA	PURUSOTTAM Panda
65	1601289093	RAHUL BISWAL	Rahul Biswal
66	1601289096	RAKESH KUMAR SWAIN	Rakesh Ku Swain
67	1601289097	RASHMI REKHA PANDA	
68	1601289098	RITIK MOHANTY	RITIK Mohanty.
69	1601289099	RIYA SINHA	Riya Sinha.
70	1601289100	S BHAGYASHREE	S Bhagyashree.
71	1601289101	SAGAR KUMAR MISHRA	
72	1601289102	SAMANNWITA NAYAK	
73	1601289103	SAMIR KUMAR SAHU	Samir Kumar Sahu
74	1601289104	SANDIPTA NAYAK	Sandipta Nayak
75	1601289105	SARBAJEET BHUYAN	Sarbajeet Bhuyan.
76	1601289106	SARIT KUMAR HOTA	Sarit
77	1601289107	SASWATA UPADHYAY	Swasat upadhya
78	1601289108	SASWATH MISHRA	Swasati Mishra
79	1601289109	SATISH KUMAR SAHU	Satish kr Sahu
80	1601289110	SATYABRATA BEHERA	Satyabrata Behera
81	1601289112	SATYASWAGAT MISHRA	Satyaswagat Mishra.
82	1601289113	SEETAL PRIYADRASHINI MALU	Seetal Priyadarsini Malu
83	1601289114	SHASWAT GUPTA	Shaswat Gupta.
84	1601289115	SHIWAM KESHRI	
85	1601289116	SHRADHA KUMARI	Shradha Kumari
86	1601289117	SHRISTI NAYAK	Shristi Nayak.
87	1601289118	SHUBHAM SHEE	Shubham Shee.
88	1601289119	SIMPAK MALLICK	Simpak Mallick
89	1601289120	SOMANATH KHADANGA	Somanath Khadanga
90	1601289121	SOMSURYA MOHAPATRA	Somsurya Mohapatra

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91	1601289122	SONALI SHUVASMITA ROUT	Sonali Shuvasmita Rout
92	1601289123	SOUMYA RANJAN SWAIN	Soumya Ranjan Swain
93	1601289124	SOUMYA SAFALYA PRIYADARSINI	Soumya Safalya Priyadarshini
94	1601289125	SOUMYA SHREE DASH	Soumyashree Dash.
95	1601289126	SOUMYARANJAN SAHOO	Soumyaranjan Sahoo
96	1601289127	SOUMYASHREE TRIPATHY	Soumyashree Tripathy
97	1601289128	SOUVAGYA RANJAN JENA	
98	1601289129	SUBHALAXMI SAHOO	Subhalaxmi Sahoo
99	1601289130	SUBHAM ROUTRAY	Subham Routray
100	1601289131	SUBHASHIS PANDA	Subhasis Panda
101	1601289132	SUBHASISH PANIGRAHI	
102	1601289133	SUBHASMITA MAHAPATRA	Subhasmita Mahapatra
103	1601289134	SULVA PANDA	Sulva Panda
104	1601289135	SUMIT SULABHA BEHERA	Sumit Sulabha Behera.
105	1601289136	SUMONA PANDA	Sumona Panda
106	1601289137	SUPRAVA RANI SAHOO	Supravarani Sahoo
107	1601289138	SUPRIYA MOHANTY	Supriya Mohanty
108	1601289139	SURYANARAYAN MISHRA	Suryanarayan Mishra
109	1601289140	SUSHREE SARITA PRADHAN	
110	1601289141	SUSIS PRADHAN	Susis Pradhan.
111	1601289142	SWAGAT SANKET SAHOO	Swa
112	1601289143	TARAKANTA SAHOO	Tarakanta Sahoo
113	1601289144	UTKALIKA JENA	Utkalika Jena
114	1601289145	VARSHA THAKUR	
115	1601289146	VED PRAKASH SUMAN	Ved Prakash Suman
116	1601289147	ABINASH SARANGI	Abinash Sarangi
117	1601289148	ASTHA MISHRA	Astha Mishra
118	1601289149	BHUPESH MAHAKHUDA	Bhupesh Mahakhuda
119	1601289150	MAHASHAKTI SAHINAYAK	Mahashakti Sahinayak
120	1601289151	SAMARENDRA PRADHAN	Samarendra Pradhan
121	1601289154	SUNIL KUMAR SRICHANDAN	
122	1601289305	AKSHAY PRIYADARSHI	Akshay Priyadarshi
123	1601289306	ANIMISHA PARMAR	Animisha Parmar
124	1601289309	HIMANSHU KUMAR SINGH	Himanshu Singh.
125	1601289310	JYOTSNA PANDEY	Jyotsna Pandey
126	1601289313	RISHABH KARN	
127	1601289314	RISHI RAJ SARDAR	R. R. Sardar.
128	1601289315	ROHAN KUMAR	Rohan Kumar.
129	1601289316	SACHIDANAND CHOUHAN	Sachidanand Chouhan
130	1601289317	SHUBHAM SRIVASTAVA	
131	1601289333	ABINASH MISHRA	Abinash Mishra
132	1601289334	AMIYA PRASAD MISHRA	Amiya Prasad Mishra
133	1601289335	ANUPAMA TOPPO	Anupama Toppo.
134	1601289336	APARNA PRIYADARSHINI MISHRA	Aparna P. Mishra
135	1601289337	ASHISH MALIK	Ashish Malik
136	1601289338	ASHIT KUMAR BEHERA	Ashit Kumar Behera
137	1601289339	BARNALEE MISHRA	Barnalee Mishra.
138	1601289340	BIBEKANANDA PRADHAN	Bibekananda pradhan
139	1601289341	BIKASH KUMAR MISHRA	Bikash Kumar mishra
140	1601289342	DEBASHISH PATRA	

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141	1601289343	DEBASIS BARIK	Debasis Barik
142	1601289344	DIBYA RANJAN PATI	
143	1601289345	HRUDESH LENKA	Hrudesh Lenka
144	1601289346	KANHU CHARAN PANDA	Kanhu Charan Panda
145	1601289347	PRADEEP KUMAR OJHA	
146	1601289348	PRATEEK PARAG MOHAPATRA	Prateek parag Mohapatra
147	1601289349	PRITISH PATNAIK	Pritish Patnaik
148	1601289350	S CHETAN KUMAR	
149	1601289351	SUBHRA MOHANTY	Subhra Mohanty
150	1601289352	SWAYANSHU STHITAPRAGYAN	Swayanshu Sthitaprgyan
151	1601289353	SWETABINDU MOHANTY	Swetabindu mohanty.
152	1601289473	DEBASIS NAYAK	Debasis Nayak
153	1601289474	GOURAV MUKHERJEE	Gourav Mukherjee
154	1601289475	SUSHREE SANGITA DASH	Sushree Sangita Dash
155	1601289476	AMIYA DEBADARSHI MOHAPATRA	Amiya D. Mohapatra
156	1601289477	ARNAB CHATTERJEE	Arnab Chatterjee
157	1601289478	ASHISH ANAND	Ashish Anand
158	1601289479	AVIJEET TIWARI	Avijeet Tiwari
159	1601289480	KRITI RANJAN	Kriti Ranjan
160	1601289482	PIYUSH KUMAR	Piyush Kumar
161	1601289483	PATOJASHI PRAJWAL SUDHIRKUMAR	
162	1601289485	SATISH KUMAR	Satish Kumar
163	1601289486	SHIVAM KUMAR	Shivam Kumar
164	1601289488	SUVADIP KAR	Suvadip Kar
165	1601289260	SHAILI KUMARI	Shaili Kumari
166	1601289538	KAUSHIK PANDA	Kaushik Panda
167	1721289002	PRATISHRUTEE PATTNAIK	Pratishrutee Pattnaik
168	1721289013	RAKESH KUMAR PRADHAN.	Rakesh Ku. Pradhan.
169	1721289031	DAYANIDHI NAIK	Dayanidhi Naik
170	1721289038	ANURADHA SWAIN	Anuradha Swain
171	1721289039	ARPITA PRIYADARSHINI	ARPita Priyadarshini
172	1721289052	BISHNU PRASAD SAHOO	Bishnu Prasad Sahoo
173	1601289027	AMIT KUMAR	Amit Kumar
174	1601289053	DEBASIS OJHA	Debasis Ojha.
175	1601289066	KHANDAVILLI SAI SRI RAMA	Khandavilli Sai Sri Rama.
176	1601289080	NEHA SWAPNIL	
177	1601289081	NIKHIL NIRAJ	Nikhil Niraj
178	1601289088	PRATEEK KUMAR	Prateek kumar.
179	1601289091	PRITAM KUMAR RAUL	Pritam kumar raul
180	1601289094	RAHUL KUMAR	Rahul kumar
181	1601289095	RAJESH KUMAR SAHANI	Rajesh Ku sahani
182	1601289111	SATYAM KESHRI	Satyam Keshri
183	1601289152	SARMISTHA MISHRA	Sarmistha Mishra
184	1601289153	SOURAV MISHRA	Sourav Mishra
185	1601289307	BIPLAB PAUL	Biplab Paul C.
186	1601289308	HAMMAD SUBHANI	Hammad Subhani.
187	1601289311	MANTHAN LAL	
188	1601289312	NIKHIL KUMAR PRUSTY	
189	1601289318	SONU KUMAR YADAV	Sonu Kumar yadav
190	1601289319	SUBHASISH BIT	Subhasish Bit

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191	1601289481	PAWAN KUMAR SINGH	Pawan Kumar Singh
192	1601289484	RITEEKA SINGH	Riteeka Singh
193	1601289487	SONU KUMAR	

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	1806289001	ABHINASH NAYAK	Abhinash Nayak
2	1806289002	ABINASH SAMAL	Abinash Samal
3	1806289003	AKHILESH DUBEY	Akhilesh Dubey
4	1806289004	ANTARYAMI OJHA	Antaryami Ojha
5	1806289005	ANWESHA TRIPATHY	Anwesha B. Tripathy
6	1806289006	ARPITA SARANGI	Arpita Sarangi
7	1806289007	B PARSEYA	B PARSEYA
8	1806289008	BIKRAM DASH	Bikram Dash
9	1806289009	BISWAJIT BARAL	Biswajit Baral
10	1806289010	BISWAJIT PANDA	Biswajit Panda
11	1806289011	D SANJAY	D Sanjay
12	1806289012	DEBASHISH MOHAPATRA	Debashish Mohapatra
13	1806289013	DEBOJIT BEHERA	Debojit Behera
14	1806289014	DIBYASREE BEHERA	Dibyasree Behera
15	1806289015	DIPANJALI ROUTRAY	Dipanjali Routray
16	1806289016	DIPTIREKHA MOHAPATRA	Diptirekha Mohapatra
17	1806289017	DOLLY SINGH	Dolly Singh Parmar
18	1806289018	ETISHREE PARIDA	Etishree Parida
19	1806289019	HEMANTA KUMAR DAS	Hemanta Kumar Das
20	1806289020	JAYAPRAKASH PANDA	Jayaprakash Panda
21	1806289021	KALYANEE PATRA	Kalyanee Patra
22	1806289022	KANUNGO JIBANENDU MOHANTY	Kanungo Jibanendu Mohanty
23	1806289023	LIPA RANI PADHY	Lipa Rani Padhy
24	1806289024	MALAYA KUMAR PARHI	Malaya Kumar Parhi
25	1806289025	MANASH KUMAR MUNI	Manash Kumar Muni
26	1806289026	MANISHA MANGARAJ	Manisha Mangaraj
27	1806289027	MIHIR KUMAR SHAOO	Mihir Kumar Shaoo
28	1806289028	MILAN SAHOO	Milan Sahoo
29	1806289029	MIRZA ATAUR RAHEMAN BAIG	Mirza Ataur Raheman Baig
30	1806289030	NARMADA NAYAK	Narmada Nayak
31	1806289031	P SANDEEP REDDY	P Sandeep Reddy
32	1806289032	PINKY KUMARI GUPTA	Pinky Kumari Gupta
33	1806289033	PRABHAT CHANDRA GAUDA	Prabhat Chandra Gauda
34	1806289034	PRASANTA LENKA	Prasanta Lenka
35	1806289035	PRITISHA ROUL	Pritisha Roul
36	1806289036	PRIYANKA MALLICK	Priyanka Mallick
37	1806289037	PRIYANKA RANI DAS	Priyanka Rani Das
38	1806289038	RAJA DEV	Raja Dev
39	1806289039	SALIN DAS	Salin Das
40	1806289040	SATYAJIT BEURA	Satyajit Beura
41	1806289041	SHAZIA MAQSOOD	S. Maqsood
42	1806289042	SHREEARPITA DASH	Shreearpita Dash
43	1806289043	SHURFEEN ANJUM	Shurfeen Anjum
44	1806289044	SILSA SAPNIL	Silsa Sapnil

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45	1806289045	SMITA MISHRA	Smita mishra
46	1806289046	SOMANATH KALET	Somanath Kalet
47	1806289047	SONALI BISWABHARATI	Sonali Biswabharati
48	1806289048	SUHAGBASINI HARICHANDAN	S. harichandan
49	1806289049	SUKANYA TRIPATHY	Sukanya Tripathy
50	1806289050	SUMAN PRIYADARSINI PARIDA	Suman priyadarshini Parida
51	1806289051	SUNIL SETHI	Sunil Sethi
52	1806289053	SYED ASHRAF HUSSAIN	Syed Ashraf Hussain
53	1806289054	TWINKLE NAYAK	Twinkle nayak
54	1806289055	SHAKTIRAJ DAS	Shaktiraj Das
55	1906289068	BEDAPRAKASH JENA	Bedaprakash Jena
56	1906289071	BISWAJIT SAHOO	Biswajit Sahoo
57	1906289074	CHIRANJIB SAMANTARAY	Chiranjib Samantaray
58	1906289077	HARISH KUMAR JENA	Harish K. Jena
59	1906289080	JEEBANJYOTI MOHAPATRA	Jeebanjyoti Mohapatra

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch-Master of Computer Application

Sr.No.	REGNO	NAME	Signature
1	1805289002	BISWA BHARATI ROUT	Biswa Bharati Rout
2	1805289003	AMBIT KAR	AMBIT KAR
3	1805289004	HITESH KUMAR MANIK	Hitesh kumar Manik
4	1805289005	BAISHAKHI MAHARANA	Baishakhi Maharana
5	1805289006	BISHAL BARAN SWAIN	Bishal Baran Swain
6	1805289007	CHOUDHURY P S SMITENDU	Sunil K. Choudhury
7	1805289008	KARISMA SWAIN	Karisma Swain
8	1805289009	DIPTI RANJAN BISWAL	Dipti Ranjan Biswal
9	1805289010	ITISHREE MOHAPATRA	Itishree Mohapatra
10	1805289011	KUMAR PRIYADARSI	Kumar Priyadarsi
11	1805289012	ANISH KUMAR SAHOO	Anish Kumar Sahoo
12	1805289013	JIMUTA BARAN SAHOO	Jimuta Baran Sahoo
13	1805289014	NYAYAPATI MANASI	Nyayapati Manasi
14	1805289015	AMLAN NACHIKETA MISHRA	Amlan Nachiketa Mishra
15	1805289016	ASUTOSHA PANIGRAHI	Ashutosh Panigrahi
16	1805289017	AISWARYA RAY	AISWARYA RAY
17	1805289019	ASHRUMOCHAN DASH	Ashrumochan Dash
18	1805289020	BRUNDABATI PANIGRAHY	Brundabati Panigrahy
19	1805289021	DEBAKANTA PANDA	Debakanta Panda
20	1805289022	GAYATRI SAHOO	Gayatri Sahoo
21	1805289023	GYANA RANJAN BEHERA	Gyana Ranjan Behera
22	1805289024	GYANA RANJAN SAHOO	Gyana Ranjan Sahoo
23	1805289025	JAGANNATH NAYAK	Jagannath Nayak
24	1805289026	KASNA BATUL	Kasna Batul
25	1805289027	MANORANJAN SAHOO	Manoranjan Sahoo
26	1805289028	MUKESH PATEL	MUKESH PATEL
27	1805289029	PUJARANI MOHANTY	Pujarani Mohanty
28	1805289030	PUSPA PRIYADARSHINI ROUT	Puspa P. Rout
29	1805289031	SAMBIT PATTANAYAK	Sambit Pattanayak
30	1805289032	SANTOSH KUMAR PARIDA	Santosh Kumar Parida
31	1805289033	SUBHASHREE PRIYADARSINI SAHOO	Subhashree Priyadarsini Sahoo
32	1805289034	SUBHASHREE SUBHASMITA PATRA	Subhashree S. Patra
33	1805289035	SUNIL KUMAR SAMAL	Sunil Kumar Samal
34	1805289036	SUNITA PARIDA	Sunita Parida
35	1805289037	UJWAL KUMAR SAHOO	Ujwal Kumar Sahoo
36	1825289001	ABHIMANYU PATRA	Abhimanyu Patra
37	1825289002	AMARJYOTI PRADHAN	Amarjyoti Pradhan
38	1825289003	AMIT ANUPAM BIHARI	Amit Anupam Bihari
39	1825289004	ANKITA PRIYADARSHANI MOHANTY	Ankita P. Mohanty
40	1825289006	ASIS MANTRI	Asis Mantri

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41	1825289007	AVISHEK SATAPATHY	Avisek Satapathy
42	1825289008	BIDYADHAR NAYAK	Bidyadhar Nayak
43	1825289009	DEEPAK KUMAR NAIK	Bidyadhar Nayak
44	1825289010	DEEPSIKHA DAS	Deepsikha Das
45	1825289011	HIMADRI DAS	Himadri Das
46	1825289012	IVA BOSE	Iva Bose
47	1825289013	LOKANATHA SAMANTA	Lokanatha Samanta
48	1825289014	NAMITA MALA	Namita Mala.
49	1825289015	PRAGNYA PARAMITA MOHANTY	Pragnya Paramita Mohanty
50	1825289016	PRITI SHASANEE	Priti Shasanee
51	1825289017	PRITISH OJHA	Pritish Ojha
52	1825289018	PRIYANKA PRIYADARSHINI MOHANTY	Priyanka Priyadarshini Mohanty
53	1825289019	PROBODHA GANNAYAK	Probodha Gannayak
54	1825289020	RAHULA MOHANTY	Rahula Mohanty
55	1825289021	RAJIB KISKU	Rajib Kisku
56	1825289022	RAJIT KUMAR RAY	Rajit Kumar Ray
57	1825289023	SAHEB KUMAR RAY	Saheb Kumar Ray
58	1825289024	SAMEER PRADHAN	Sameer Pradhan
59	1825289025	SAMEER SAHU	Sameer Sahu
60	1825289026	PRITISH DASH	Pritish Dash

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 13.12.2018

This is to inform you that Pre-Placement Training Programme will be conducted on 19th December 2018 for 5th semester B.Tech, 3rd Semester MBA and MCA at Auditorium (Block-5) as per given schedule:

Sl No	Department	Time
1	Mechanical & Civil	10:30 AM to 12:00 Noon
2	Electrical Engineering	10:30 AM to 12:00 Noon
3	EEE & ETC	10:30 AM to 12:00 Noon
4	Computer Science Engineering	1:30 PM to 3:00 PM
5	Information Technology	1:30 PM to 3:00 PM
6	MBA	3:30 PM to 5:00 PM
7	MCA	3:30 PM to 5:00 PM

It is compulsory for all the students to attend the training session without fail.

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Mr.P K Mohanty(MD,Identity)**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE & TIME	**13.12.2018 & 10.30 AM to 5.00 PM**

On December 13, 2018, Trident Academy of Technology conducted a Pre-Placement Training Programme at the Auditorium (Block-5) by Mr.P K Mohanty (MD,Identity). The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The Mechanical, Civil, Electrical, and EEE and ETC students attended from 10:30 AM to 12:00 Noon, while Computer Science Engineering and Information Technology students participated from 1:30 PM to 3:00 PM. MBA and MCA students joined the final session from 3:30 PM to 5:00 PM. Attendance was mandatory to enhance students' employability skills and preparation for job placements.



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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1501289039	RUDRA PRAKASH DASH	Rudra Prakash Dash
2	1501289040	BIBHUTI RANJAN SWAIN	Bibhuti ranjan Swain
3	1501289042	AUROBINDA SWAIN	Aurobinda Swain
4	1501289044	RABI RANJAN KUMAR	Rabi R. kumar
5	1501289045	AMISH SINHA	Amish Sinha
6	1501289046	SANDEEP KUMAR PATTNAIK	Sandeep K pattnaik
7	1501289047	JITESH KUMAR DORA	Jitesh Dora
8	1501289048	PRATIK DASMAHAPATRA	Pratik Dasmahapatra
9	1501289049	SOURABH KUMAR	Sourabh kumar
10	1501289050	DEBASHIS BISOYE	Debashis BISOYE
11	1501289051	RAKESH SAMANTARAY	Rakesh Samantaray
12	1501289052	JASRUP SINGH	Jasrup Singh
13	1501289405	ABHAYA BEHERA	Abhaya
14	1501289406	ABHIJIT MOHAPATRA	ABHIJIT MOHAPATRA
15	1501289407	ABHISHEK BEHERA	Abhishek Behera
16	1501289408	ADITYA KUMAR	ADITYA KUMAR
17	1501289409	AJEET KUMAR	Ajeet kumar
18	1501289410	ALOK KUMAR SAHU	Alok Kumar
19	1501289411	AMIT SWAIN	Amit
20	1501289412	AMIYA NAYAK	amiya
21	1501289413	ANIL KUMAR BEHERA	Anil ku. Behera
22	1501289414	ANKIT ANURAG SAHU	Ankit Anurag
23	1501289415	ANKUSH PANDA	Ankush panda
24	1501289416	ANSHUMAN MISHRA	Anshuman
25	1501289417	ANSUMAYA JENA	Ansumaya Jena
26	1501289419	ARPAN KUMAR SAMANTARAY	A ku SAMANTARAY
27	1501289420	ASHOK YADAV	Ashok Yadav
28	1501289421	ASHUTOSH ROUT	Ashutosh Rout
29	1501289422	ASISH KUMAR GUPTA	Ashish ku. Gupta
30	1501289423	ASWINI KUMAR NAYAK	Aswini K. Nayak
31	1501289424	AZAZ RAZA	Azaz Raza
32	1501289426	BINAYA DASH	Binaya Dash
33	1501289427	BISWAJIT BEHERA	Biswajit
34	1501289428	CHINMAY BEHERA	Chinmay Behera
35	1501289429	CHINMAY PRASAD	C. Prasad
36	1501289431	CHINMAYA KAR	Chinmaya
37	1501289432	DEBASHIS SARANGI	Debashis
38	1501289433	DEBASHISH SAHOO	D. Sahoo
39	1501289434	DEBASISH NAYAK	Debasish Nayak
40	1501289435	DEBASISH SAHOO	Debasish Sahoo
41	1501289436	DEEPAK KUMAR GOUDA	Deepak K. Gouda

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42	1501289437	DEEPAK KUMAR SAHOO	DEEPAK KUMAR SAHOO
43	1501289438	DEEPAK KUMAR SINGH	Deepak.
44	1501289439	DHIREJ KUMAR MAHATO	D. Kumar
45	1501289440	DIBYA RANJAN MOHAPATRA	Dibya R. Mohapatra
46	1501289441	DIBYAJYOTI BEHERA	DIBYAJyoti Behera
47	1501289442	DIBYASOURAV DAS	Dibya Sourav Das
48	1501289443	HARIHAR PANDA	Harihar Panda
49	1501289444	JYOTI RANJAN ROUL	Jyoti Ranjan
50	1501289445	KALYAN GOUDA	Kalyan Gouda
51	1501289447	KAUSTAV PRAMANIK	Kaustav.
52	1501289449	KSHITISH DAS	Kshitish Das
53	1501289450	LALIT KUMAR MOHANTY	Lalit K. Mohanty
54	1501289451	MALAYA KUMAR RAY	Malaya
55	1501289452	MANAMOHAN GHADEI	Manamohan GHADEI
56	1501289453	MANISH KUMAR ROUT	MANISH KUMAR ROUT
57	1501289454	MD WASIM AJAZ	MD AZAZ
58	1501289455	MOHAMMAD FAISAL	Mohammad Faisal
59	1501289456	MUSTAHSAN JAMIL SIDDIQUI	Mustahsan Jamil S.
60	1501289457	NILL SARKAR	N. Sarkar
61	1501289458	NITIN KUMAR DASH	Nitin K. Dash
62	1501289459	OMKAR MOHAPATRA	Omkar Mohapatra
63	1501289460	PARAGRENU LENKA	Paragrenu Lenka
64	1501289461	PARAMANANDA NAYAK	P. Nayak.
65	1501289462	PEEYUSH VERMA	Peeyush Verma
66	1501289463	PRAKASH KUMAR	Prakash Kumar
67	1501289464	PRANJOL SINHA	ANJOL
68	1501289465	PRATYUSH KUMAR MOHANTY	Pratyush K. Mohanty
69	1501289466	PRINCE KUMAR	Prince Kumar
70	1501289467	PRITAM KUMAR BEHERA	P. Kumar Behera
71	1501289468	PRITAM KUMAR SAHOO	Pritam Kumar Sahoo
72	1501289469	PRITISH KUMAR NAYAK	P K Nayak
73	1501289470	PRIYARANJAN PRADHAN	Priyaranjan Pradhan
74	1501289471	RAHUL PRAKASH BISWAL	Rahul P. Biswal
75	1501289472	RAJAT KUMAR PANDA	RAJAT KUMAR PANDA
76	1501289473	RAJESH KUMAR PANDA	Rajesh.
77	1501289475	RANDHIR PATTNAIK	R. Pattnaik
78	1501289476	RASHMI RANJAN SAHU	Rashmi Ranjan Sahu
79	1501289477	SABYASACHI JENA	SABYASACHI J. M.
80	1501289478	SAILESH MOHAPATRA	
81	1501289479	SANDEEP KUMAR DAS	Sandeep Kumar Das
82	1501289480	SANGRAM KAR	SANGRAM KAR
83	1501289481	SANGRAM MISHRA	Sangram Mishra
84	1501289482	SANTANU CHOUDHURY	Santanu
85	1501289483	SASWAT RANJAN KHUNTIA	Saswat Ranjan Khuntia
86	1501289484	SASWAT SHANKAR MOHANTY	Saswat SHANKAR Mohanty
87	1501289485	SATYAJIT SAHOO	Satyajeet
88	1501289486	SAURAV DAS	Sourav Das
89	1501289487	SHAIKH GOLAM NABI	NABI

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90	1501289489	SHOBHAN KUMAR SAHOO	SHOBHAN
91	1501289490	SHREETAM TARENIA	Shreetam Tarenia
92	1501289491	SHUBHAM MOHANTY	shubham mohanty
93	1501289492	SHUBHRAM PARIJA	SHUBHAM PARIJA
94	1501289493	SIDDHARTH SAMAL	Siddharth samal
95	1501289494	SITIKANTHA SAHOO	Sitikantha Sahoo.
96	1501289495	SOUMYA RANJAN MOHANTY	Soumya.
97	1501289496	SOUMYA RANJAN PRADHAN	Soumya
98	1501289497	SOURABHA CHHOTARAY	SOURABHA.
99	1501289498	SOURAV KUMAR BEDBAK	Sourav K.
100	1501289499	SOURAV SAHU	S. Sahu
101	1501289500	SUBRAT KUMAR GOUDA	SUBRAT K. GOUDA
102	1501289501	SUBRAT RANJAN SAHOO	SUBRAT R. Sahoo
103	1501289502	SUMIT KUMAR NANDA	Sumit Kumar
104	1501289503	SUMIT KUMAR PANDA	Sumit K. Panda
105	1501289504	SUNIL KUMAR PRADHAN	SUNIL KUMAR PRADHAN
106	1501289506	SURAJIT MISHRA	Surajit Mishra.
107	1501289507	SUVENDU DAS	Subhendu Dash
108	1501289508	TUSAAR MOHANTY	Tusar Mohanty
109	1501289509	TUSAR DAS	Tusar Das
110	1501289510	UTTAM KUMAR BAURI	UTTAM K. BAURI
111	1501289511	VIKI PRADHAN	V. Pradhan
112	1501289512	VISHAL TIWARI	V. Tiwari
113	1501289513	VIVEK KUMAR SHARMA	Vivek K. Sharma
114	1501289514	VIVEK RANJAN	Vivek Ranjan
115	1501289515	BALABHADRA PATRA	Balabhadra patra
116	1501289516	C.SRINIBAS SUBUDHI	C. Srinibas Subudhi
117	1501289517	MANOJ KUMAR MOHAPATRA	Manoj K. mohapatra
118	1501289518	MANOJ KUMAR PANDA	Manoj
119	1501289519	NABA KUMAR SANTRA	Naba K. Santra
120	1501289521	SOUMYA RANJAN PRADHAN	Soumya R. pradhan
121	1501289522	SUBRATA KAR	Subrata Kar
122	1501289523	SUSHANTA BEHERA	Sushanta Behera
123	1501289525	BISWABHUSAN CHOUDHURY	B. Chaudhury
124	1621289001	ABHISEK DASH	Abisek Dash
125	1621289002	ABINASH DAS	A. Dash
126	1621289007	BIKASH KUMAR SAMAL	Bikash
127	1621289008	BISHNU PRASAD RATH	Bishnu Rath
128	1621289013	DEBENDRA PRADHAN	Debendra
129	1621289015	G MANOJ KUMAR	G Manoj
130	1621289016	G.ANJAN KUMAR RAO	Gopyan
131	1621289028	MD ZAINUL ABEDIN	MD Zainul Abedin.
132	1621289034	PINAKI NANDI	Pinaki
133	1621289037	PRANAYA KUMAR SAHU	Pranaya
134	1621289049	SATYAJIT KHUNTIA	Satyajit Khuntia
135	1621289050	SATYAJIT SAMAL	Satyajit Samal
136	1621289051	SATYAM SAHARAY	satyam saharay
137	1621289053	SIBASISH BISOYI	Sibashis Bisoyi

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138	1621289058	SRICHANDAN SHAKTI PRASAD BARIK	Srichandan . .
139	1621289072	CHINMAY SAMANTARAY	Chinmay Samantaray
140	1621289077	SAURAV THAKUR	SAURAV Thakur
141	1621289084	ADITYAPRASAD MISHRA	Aditya P. Mishra
142	1621289085	MANOJ KUMAR MAJHI	MANOJ K. MAJHI
143	1621289086	SUDIPTA KUMAR SAMAL	SUDIPTA K Samal
144	1501289041	AMARDEEP MANDAL	Amardeep mandal
145	1501289043	CHINMAYA KUMAR BEHERA	C. K. Behera
146	1501289418	ANUP KUMAR BHUYAN	Anup Bhuyan
147	1501289425	BINAY KUMAR SWAIN	Binay K. Swain
148	1501289430	CHINMAYA GARU	chinmayee G
149	1501289446	KARAN KUMAR PASWAN	K. K Paswan
150	1501289448	KRISHNA KUMAR	Krishna kumar
151	1501289474	RAJSEKHAR SAHOO	Rajsekhar Sahoo
152	1501289488	SHIVDAYAL PRASAD	SHIVDAYAL PRASAD
153	1501289505	SURAJBHANU MOHAPATRA	SURAJBHANU Mohapatra
154	1501289520	SIDHI RANJAN NAGA	Sidhi Ranjan Naga
155	1501289524	ANURAG JENA	Anurag

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Civil Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1501289001	PRATIK MALLIK	Pratik Mallik
2	1501289002	BISWAJIT KHATOI	
3	1501289003	AYUSH KUMAR PANDA	A. K. Panda
4	1501289004	NITIN NARESH PATTANAYAK	N.N. Pattanayak
5	1501289005	SUMITRA KUMARI	S. Kumari
6	1501289053	ABINASH DAS	A. Das
7	1501289054	ABINASH SAHOO	
8	1501289055	AMID RAZA	Amid Raza
9	1501289056	ANKIT KUMAR SAHOO	A. K. Sahoo
10	1501289057	ASHUTOSH MISHRA	
11	1501289058	ASIMANANDA JENA	Asimananda Jena
12	1501289059	ASUTOSH PANDA	A Panda
13	1501289060	BISWAL BISWAKARMA	B. Biswakarma
14	1501289061	DIBYARANJAN PANDA	D. Panda
15	1501289063	GYANA RANJAN PRADHAN	GR Pradhan
16	1501289064	IPSITA MUND	I. Mund
17	1501289067	MASHKOOR ALAM	Mashkoor Alam
18	1501289068	MASIR ALAM	
19	1501289069	MD WESHKARNI	M. Weshkarni
20	1501289070	MILRED MANISH LUGUN	M. Manish Lugun
21	1501289071	MRUTYUNJAYA SINGH	Mrutyunjaya Singh
22	1501289074	PRASHANT BHARTI	Prashant Bharti
23	1501289075	PRATIKSWARUP DAKSHINRAY	P. Dakshinray
24	1501289076	PRATYUSH KUMAR SAHOO	P.K Sahoo
25	1501289077	PRAVEEN KUMAR	P. Kumar
26	1501289078	PREM SHIT	Prem Shit
27	1501289079	PRIYANKA PARIDA	Priyanka Parida
28	1501289082	RAJ KUMAR PODDAR	Poddar
29	1501289083	RASHMI RANJAN BHUYAN	RR Bhuyan
30	1501289084	RISHAV KUMAR MOHANTY	Rik Mohanty
31	1501289085	ROJALIN SAHOO	R. Sahoo
32	1501289087	SANTOSHINEE BEHERA	Behera
33	1501289088	SOUMYA MOHANTY	S. Sahoo
34	1501289089	SOUMYA RANJAN SAHOO	SR Sahoo
35	1501289090	SOUMYAJIT SAHOO	S. Sahoo
36	1501289091	SUBHRAJEET BISWAL	Subhrajeet Biswal
37	1501289092	SUBRAT SAHOO	Subrat Sahoo
38	1501289093	SUPRASANNA BEHERA	
39	1501289094	SUVANKAR SAHU	Suvankar Sahu
40	1501289095	SWARUP NAYAK	Swarup Nayak
41	1501289096	VIVEK KUMAR MAHLI	Mahli
42	1501289098	RAIMOHAN PARIDA	
43	1501289099	SOUMYA RANJAN MOHANTY	
44	1621289005	AVILASH MOHANTY	Avilash Mohanty
45	1621289006	BASANTA CHAMPATI	
46	1621289020	GOUTAM MALIK	G. Malik
47	1621289022	HIMANSU SEKHAR SWAIN	
48	1621289023	KASTURI MOHARANA	
49	1621289024	KULDEEP SAHOO	
50	1621289040	PRIYANKA PRIYADARSHINI JENA	Priyanka Priyadarshini Jena
51	1621289042	PURNIMA PATTANAIK	Purnima Pattanaik

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Branch: B.Tech.(Electrical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1501289026	SUBHAM KUMAR	Subham Kumar
2	1501289289	ABHIJEET BARAL	Abhijeet Baral
3	1501289290	ALOK ABINASH	Alok Abinash
4	1501289291	ANSHUL RAJ	Ansh
5	1501289292	APU ROUT	APU Rout
6	1501289293	ASHUTOSH SAHOO	Ashutosh Sahoo
7	1501289294	BIBHUDATTA RAJGURU	Bibhudatta Rajguru
8	1501289295	BISWANATH MAHAL	
9	1501289296	CHINMAYA KUMAR SAHOO	Chinmaya Ku Sahoo
10	1501289297	CHITTARANJAN MOHAPATRA	
11	1501289298	DEBADATTA MOHAPATRA	
12	1501289299	KIRTI RANJAN SWAIN	Kirti Ranjan
13	1501289300	MH SAMEER SEKHAR PATRA	MH S S Patra
14	1501289301	MOHAN BARIK	
15	1501289302	PARTHA SARATHI MOHANTY	Partha S Mohanty
16	1501289303	PRATYUSH KUMAR MOHANTY	
17	1501289304	PRATYUSH NAYAK	Pratyush Nayak
18	1501289305	RUDRA PRASAD MISHRA	
19	1501289306	SAMESH KUMAR RATH	Samesh Ku. Mishra
20	1501289307	SANAT KHUNTIA	Sanat Khuntia
21	1501289308	SANJIB KUMAR TRIPATHY	
22	1501289309	SANTANU KUMAR PRADHAN	Santanu Ku Pradhan
23	1501289310	SATYABRATA PADHAN	Satyabrata Padhan
24	1501289311	SHASWAT SUCHARIT PATTANAYAK	
25	1501289312	SNEHASIS SWAIN	Snehasis Swain
26	1501289313	SONU NIGAM DAS	Sonu Nigam Das
27	1501289314	SOUMYA RANJAN SETHY	
28	1501289315	SURAJ KUMAR BEHERA	Suraj Behera
29	1501289316	SURYAKANT SAHOO	Suryakant
30	1501289317	SUSHREE SOUMYA	Sushree Soumya
31	1501289318	SWAGAT BISWAL	
32	1501289319	ABHISHEK SAHOO	A Sahoo
33	1501289320	GOUTTAM SAHU	G Sahu
34	1501289321	PRAKASH KUMAR SAHOO	
35	1501289322	REETIKA PRADHAN	Reetika
36	1501289323	SHRIPATI SAGAR PATTNAYAK	SHRIPATI PATTNAYAK
37	1621289004	ANIMESH MALLICK	Animesh Mallick
38	1621289010	CHIRANJEEB NAYAK	Chiranjeeb
39	1621289011	DEBABRATA SAHOO	Debabrata Sahoo
40	1621289017	GEETALATA SOY	Geetalata Soy
41	1621289025	LATIPUSPA DAS	Latipuspa Das
42	1621289035	PRABIR KUMAR MANTHAN	Prabir Ku. Manthan
43	1621289036	PRADOSH KUMAR SAHOO	Pradosh
44	1621289041	PUNYATOYA MOHAPATRA	Punyatoya Mohapatra
45	1621289043	RAKESH KUMAR DAS	Rakesh Kumar Das
46	1621289046	SAGAR BISWAL	Sagar Biswal
47	1621289062	SUCHIT KUMAR SWAIN	
48	1621289064	SUNIL KUMAR SAHOO	
49	1621289069	AMIYA MISHRA	Amiya
50	1621289075	ALOK KUMAR PATRA	
51	1621289076	BHUPEN SAHU	Bhupen Sahu
		BHARATI HIMIRIKA	

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical & Electronics Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1501289024	SHIJAN KUMAR MISHRA	
2	1501289025	MANAS KUMAR BAITHARU	
3	1501289255	AMANULLAH	
4	1501289256	ANUPAMA PANIGRAHI	
5	1501289257	ASHISH KUMAR CHOUBEY	
6	1501289258	BIBHU PRASAD PATI	
7	1501289259	BISHUDDHANANDA DAS	
8	1501289260	BM BISWAPRAKASH PARIDA	
9	1501289261	DEBASMITA BHATTACHARJEE	
10	1501289262	JASHMIN JASASWINI PATRA	
11	1501289263	JITENDRA KUMAR DIHUDI	
12	1501289265	MANISHA KUMARI	
13	1501289266	MANMATH PRADHAN	
14	1501289267	MD SHAMS TABREZ HASSAN	
15	1501289268	MOTILAL JOSHIRA	
16	1501289269	PRAGATI SETHY	
17	1501289270	PRAJNA SUSHREESMITA TRIPATHY	
18	1501289271	PRAKALPAJEET SAHOO	
19	1501289272	PRAMOD KUMAR PARIDA	
20	1501289273	PRASHANT KUMAR	
21	1501289274	PRASHANT PRAKASH SINGH	
22	1501289275	RITU DUTTA	
23	1501289276	SAIRAJ SATAPATHY	
24	1501289277	SAKAR OJHA	
25	1501289278	SAROJ KUMAR SAHOO	
26	1501289279	SHAIKH FURKAN ALI	
27	1501289280	SHAIKH SALMAN	
28	1501289281	SUBHRANSU NAYAK	
29	1501289282	TIRTHA SHANKAR DEY	
30	1501289283	ABHIPSA DWIBEDY	
31	1501289284	ABHISHEK JENA	
32	1501289285	AMARESH NANDAN DAS	
33	1501289286	ANSUMAN MALLICK	
34	1501289287	CHITTARANJAN SETHI	
35	1501289288	SUJIT KUMAR MOHANTA	
36	1621289018	GOPIKRISHNA MAHAPATRA	
37	1621289038	PRASANJEET MOHAPATRA	
38	1621289039	PRIYADARSHINI DAS	
39	1621289047	SANDIP KUMAR MEHER	
40	1621289057	SOURAV MALLICK	
41	1621289063	SUDIPTA SWAIN	
42	1621289078	SIDHARTHA NAYAK	
43	1501289264	LIPIPUSPA BEHERA	

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1501289027	SHIVAM KUMAR JHA	
2	1501289028	SHUBHAM KUMAR GUPTA	
3	1501289029	SURAJ MOHANTY	
4	1501289030	P SUNIL KUMAR REDDY	
5	1501289031	AMRITA ROY	
6	1501289032	SOURABH CHHABADA	
7	1501289033	NIBHA KUMARI	
8	1501289035	MOHAMMAD SHAHNAWAZ	
9	1501289036	MANISH KUMAR	
10	1501289037	MEET JOSHI	
11	1501289324	ABHISHEK BHOLA	
12	1501289325	ABHISHEK MOHAPATRA	
13	1501289328	ADITI MOHAPATRA	
14	1501289331	AJOY KUMAR MAHAKUD	
15	1501289332	AKANKSHA	
16	1501289333	AMITA PATRA	
17	1501289334	ANIMESH SWAIN	
18	1501289335	ANURAAG PRADHAN	
19	1501289336	ANURAG KUMAR	
20	1501289337	ASHIS KUAMR PANI	
21	1501289338	ASHISH KUMAR SWAIN	
22	1501289339	ASHUTOSH SAHOO	
23	1501289340	AUROSHREE MOHANTY	
24	1501289341	BIJAYINEE SWAIN	
25	1501289342	DEBASHREE NAYAK	
26	1501289343	DIVYA DEVI PATRA	
27	1501289344	FARIN YASMIN	
28	1501289345	GEETIKRISHNA SAHU	
29	1501289346	HIMANSHU KUMAR	
30	1501289347	IVATURI SRINIVAS	
31	1501289348	JYOTI PATEL	
32	1501289349	JYOTI RANJAN MOHANTY	
33	1501289350	KAJAL KUMARI	
34	1501289351	KRUSHNAKANTA MOHAKUD	
35	1501289352	MANISHA KUMARI PADHY	
36	1501289353	MUNMUN RANI	
37	1501289354	NABAKISHORE BEHERA	
38	1501289355	NARMADA PATRA	
39	1501289356	NIRNAYANT DASH	
40	1501289357	OM SATYAM PANDA	
41	1501289358	PALLAV NIGAM	
42	1501289359	PALLAVI MAHANTA	
43	1501289360	PIULI SAU	
44	1501289361	PRACHI PARIMITA MISHRA	
45	1501289362	PRASANJEET BEHERA	
46	1501289363	PRITI DAS	
47	1501289364	PRIYANKA KERKETTA	
48	1501289365	PRIYANKA P SAMANTARAY	
49	1501289366	RAKESH KUMAR MAHAPATRA	
50	1501289367	RIDDHI AGARWAL	
51	1501289368	RITESH KUMAR SWAIN	
52	1501289369	RITU SINGH	
53	1501289370	ROHAN KUMAR BEHERA	

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Attendance Sheet

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	1706289001	SMRUTI RANJAN PANDA	Smruti Ranjan Panda
2	1706289003	BABITA KUMARI	AAS
3	1706289005	PINTU PANDEY	Pintu Pandey
4	1706289006	KUNAL GAUDA	Pintu Pandey
5	1706289007	UTKALIKA NAYAK	Utkalika NAYAK
6	1706289008	BISWAJIT PRADHAN	ABS
7	1706289009	DIPTIRANJAN MAHAKUD	Deptiranjan mahakud
8	1706289010	GANAPATI PATEL	G. Patel
9	1706289011	JASMIN MOHANTY	J. Mohanty
10	1706289012	JAYASHREE MISHRA	Jayashree Mishra
11	1706289014	KSHIRABDHI TANAYA PANDA	K T Panda
12	1706289015	MOHAMMAD SAHARUKH	Mohammad Sharukh
13	1706289016	MIKIMOUSUMI DAS	ABS
14	1706289017	MIRZA ASAD AASHNA BAIG	Mirza Baig
15	1706289018	MOGANTI KISSAN KUMAR	Malinikanta Mohanty
16	1706289019	NALINIKANTA MOHANTY	N. Nayak
17	1706289020	NILAKANTHA NAYAK	Nilesh Mohanty
18	1706289021	NILESH MOHANTY	P.K. Panda
19	1706289022	PRABHAT KUMAR PANDA	ABS
20	1706289023	RASHMI RANJAN BHUJABALA	Rashmita Dash
21	1706289025	RASMITA DASH	R. choudhury
22	1706289026	RATAN CHOUDHURY	
23	1706289027	SANATANA SAHOO	
24	1706289028	SANDEEP KUMAR PANIGRAHI	ABS
25	1706289029	SANGRAM KESHARI SAHOO	Siddhanantha mohanta
26	1706289030	SIDHARTH MOHANTA	
27	1706289031	SK KAYAM ALLI	S.S. Das
28	1706289032	SMRUTI SALONA DAS	S.R Dash
29	1706289033	SOUMYA RANJAN DASH	Sunil k. Sethi
30	1706289034	SUNIL KUMAR SETHI	Swapnajeet Singh
31	1706289035	SWAPNAJEET SINGH	SUPRANJALI PATRA
32	1706289036	SUPRANJALI PATRA	S. K Behera
33	1706289037	SUPREET KUMAR BEHERA	ABS
34	1706289038	SUSHREE BHABANEE DASH	Abhilash Mohanty
35	1706289039	ABHILASH MOHANTY	Abhinandan Sahoo
36	1706289040	ABHINANDAN SAHOO	K. Subudhi
37	1706289041	AJAY KUMAR SUBUDHI	ABS
38	1706289042	AMAN KUMAR JAISWAL	A. das
39	1706289043	AMBARISH DASH	

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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: Master of Computer Application

Sl. No.	REGD NO	NAME	SIGNATURE
1	1705289002	BISWA BHARATI ROUT	B B Rout
2	1705289003	AMBIT KAR	Ambit Kar
3	1705289004	HITESH KUMAR MANIK	Hitesh Kumar Manik
4	1705289005	BAISHAKHI MAHARANA	
5	1705289006	BISHAL BARAN SWAIN	ABS
6	1705289007	CHOUDHURY P S SMITENDU	C.P.S. Smitendu
7	1705289008	KARISMA SWAIN	Karisma Swain
8	1705289009	DIPTI RANJAN BISWAL	D. R. Biswal
9	1705289010	ITISHREE MOHAPATRA	I. Mohapatra
10	1705289011	KUMAR PRIYADARSI	Kumari Priyadarsi
11	1705289012	ANISH KUMAR SAHOO	Anish Kumar Sahoo
12	1705289013	JIMUTA BARAN SAHOO	Jimuta Sahoo
13	1705289014	NYAYAPATI MANASI	ABS
14	1705289015	AMLAN NACHIKETA MISHRA	ABS
15	1705289016	ASUTOSHA PANIGRAHI	A. Panigrahi
16	1705289017	AISWARYA RAY	Aiswarya Ray
17	1705289019	ASHRUMOCHAN DASH	Ashrumochan Dash
18	1705289020	BRUNDABATI PANIGRAHY	B. Panigrahy
19	1705289021	DEBAKANTA PANDA	Debakanta Panda
20	1705289022	GAYATRI SAHOO	Gayatri Sahoo
21	1705289023	GYANA RANJAN BEHERA	G. R. Behera
22	1705289024	GYANA RANJ SAHOO	Gyana Ranj Sahoo
23	1705289025	JAGANNATH NAYAK	J. Nayak
24	1705289026	KASNA BATUL	Kasna Batul
25	1705289027	MANORANJAN SAHOO	Manoranjan Sahoo
26	1705289028	MUKESH PATEL	Mukesh Patel
27	1705289029	PUJARANI MOHANTY	ABS
28	1705289030	PUSPA PRIYADARSHINI ROUT	Puspa priya rout
29	1705289031	SAMBIT PATTANAYAK	S. Pattanayak
30	1705289032	SANTOSH KUMAR PARIDA	S.K Parida
31	1705289033	SUBHASHREE SAHOO	Subhashree Sahoo
32	1705289034	SUBHASHREE PATRA	
33	1705289035	SUNIL KUMAR SAMAL	Sunil Ku Samal
34	1705289036	SUNITA PARIDA	HH
35	1705289037	UJWAL KUMAR SAHOO	U. K. Sahoo
36	1825289001	ABHIMANYU PATRA	Abhimanyu Patra
37	1825289002	AMARJYOTI PRADHAN	Amarjyoti P
38	1825289003	AMIT ANUPAM BI	A. Anupam
39	1825289004	ANKITA MOH NTY	
40	1825289006	ASIS MANTRI	Asis Mantri
41	1825289007	AVISHEK SATAPATHY	A. Satapathy
42	1825289008	BIDYADHAR NAYAK	
43	1825289009	DEEPAK KUMAR NAIK	

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44	1825289010	DEEPSIKHA DAS	D. Das
45	1825289011	HIMADRI DAS	ABS
46	1825289012	IVA BOSE	Iva Bose
47	1825289013	LOKANATHA SAMANTA	L. Samanta
48	1825289014	NAMITA MALA	N. Mala
49	1825289015	PRAGNYA MOHANTY	Pragnya Mohanty
50	1825289016	PRITI SHASANEE	P. Shasanee
51	1825289017	PRITISH OJHA	Pritish Ojha
52	1825289018	PRIYANKA MOHANTY	P. Mohanty
53	1825289019	PROBODHA GANNAYAK	P. Gannayak
54	1825289020	RAHULA MOHANTY	Rahula Mohanty
55	1825289021	RAJIB KISKU	R. Kisku
56	1825289022	RAJIT KUMAR RAY	R.K. Ray
57	1825289023	SAHEB KUMAR RAY	S.K. Ray
58	1825289024	SAMEER PRADHAN	S. Pradhan
59	1825289025	SAMEER SAHU	S. Sahu
60	1825289026	PRITISH DASH	P. Dash

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HR Factor

LETTER OF OFFER

Ref/HRF/HRD/BBSR/LOO/23-24

Date: 01/09/2023

Sub: Offer Letter for Position of "HR Executive– TA" –Human Resource

(The Offer Letter will be Valid for 5 days from the date of Issue)

Dear Miss Adyasha

This has reference to your application and subsequent interview held recently at our Bhubaneswar Corporate office, we are pleased to offer you the position of "HR Executive - TA"- Human Resource for our Corporate Office, **Room No 205,2nd Floor, Bharati Tower, Near Forest Park Bhubaneswar – 751009.**

A formal Appointment letter will be issued only after successful completion of 45 Working Days of training period in the organization.

As discussed, you are requested to join by **1st September, 2023 (Friday)** and report at our Bhubaneswar office. Failing which this Joining letter will automatically stands withdrawn

This Letter is being sent to you in duplicate. You are requested to sign one copy of the same and bring it back to us as a token of your acceptance and for our record

Looking forward to have a long association with our organization

Yours truly,

HR Factor

Signature:

Date:

(Signing Authority)

Director

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HR Factor

TERMS & CONDITIONS

1. Office Scheduled Time = **9.30 AM – 6.30 PM**

   Lunch Time = **1 – 1.45 PM**

   If any Trainee found late than his / her scheduled time, then it will be marked late and next day is marked as absent for every **3 Late Marks / Per Late Mark, Rs.100/- will be Deducted (As Per the Discretion of Management)**

2. Any candidate, who will be joining HR FACTOR, He / She will go for a training / probation period of **45 Working Days. After successful completion of training period, A sum of Rs. 5,000 /- will be given as stipend which will be credited on the next salary date** and the candidature of the respective candidate is confirmed and He / She will come under the payroll of HR FACTOR. ***However, there will be no incentive for the positions closed during the training / probation period.***
3. If Any Candidate, during training / probation period, remain absent for consecutive 4 days without any communication / correspondence with the organization, then his / her candidature with the organization will be come to an end with immediate effect and the candidate would not be liable / claim for any compensation whatsoever with the organization
4. There will be only 2 leave during training / probation period. If anybody takes more than 2 Leave, He / She will be levying a penalty of Rs.400 /- Per day. If there is leave for any medical case then the Trainee will have to submit valid documents regarding the leave on the next day. The valid documents are subjected to verification by the authorized officer. After the verification report from the authorized officer founds to be satisfactory, then only the leave shall be valid and counted and there will be no deductions in such cases. Leaves, any other reasons except medical cases, will be subjected to deduction
5. There is no Half – Day of Leave. If a Trainee came to office and wants to take leave for half of the day, it will be counted as full day of leave assigned to him / her
6. If any Trainee leaves without completing his / her probation / training period, then there is no such payment in that case and they can't claim in near future about payments.
7. If any Trainee Leaves the organization, without informing to the management, there is no such payment in that case and they cannot claim in near future about it. In Such Case, If Management Decides, He / She will have to pay 2 months of fixed salary / stipend to the organization
8. Every Trainee should abide to the office etiquettes. If anyone found to be violating, then strict action will be taken against him / her.
9. Salary date will be on 10th of Every Month.
10. **If any Candidate founds violating the work ethiques of the organization or him / her performance founds to be unsatisfactory during training / probation period, the company can terminate him / her immediate effect and He / She will not be entitled to claim any payment for his / her tenure in the organization**
11. **Formals Business Attire on all working days (Monday to Friday) Casual Attire on Saturday. No Pullovers, cardings or jackets allowed. No floaters or high boots or sandals allowed. Please ensure that your appearance is neat and clean**

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HR Factor

Name:	**Adyasha Mohapatra**
Designation:	**HR Executive – TA**
Location:	**Bhubaneswar**
Department:	**Hiring**

Figures in INR per annum

Pay Components (A)	Monthly	Annually	Remarks
Basic Salary	4,000	48,000	----------
House Rent Allowance	2,000	24,000	----------
Conveyance Allowance	1,500	18,000	----------
Other Allowance	500	6000	----------
Laptop Allowances			
Total Pay	**8.000**	**96,000**	**Fixed**
Activity pay (B)			
Performance Pay	7,000		As per performance
Total	**7,000**	**84,000**	**Variable**
Gross salary = A+B	**15,000**	**1,80,000**	
Trainee Benefits (C)			
Annual Performance Bonus		40,000	Bonus is payable once a year, based upon the individual performance subject to an Trainee remains on rolewith the company. and not serving notice period at the time of disbursement
Total Cost to Company =A+B+C	--	**2,20,000**	

N.B: - This Salary Break up will only be applicable after the successful completion of training / probation period.

ATTESTED Signature:

Date:

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HR Factor

Base Target

Your Base Target per month is 2 and Variable Structure will start from 3rd Position Onwards as given below

VARIABLE STRUCTURE

No. Of Position	Amount
3	2000
5	4000
8	7000

(Note: Variable is applicable once the candidate successfully completed the onboarding process (joining formalities) and will remain with the respective organization minimum 24 hours)

The Annual Revenue Target: - 13,00,000 per annum / 1,00,000 /- per month. Bonus is applicable on successful achieve of Annual Revenue.

Cut-off Annual Revenue Target: - 7,20,000/- per annum / 60,000 /- per month. The Candidate have to achieve the cut-off target. If not, necessary action will be taken by management.

If An Trainee Successfully achieves the Assigned Annual Revenue Target / on his overall performance Appraisal, He / She will be entitled to an increment of Approx 20-30% in the basic salary

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Signature:

Date:

HR Factor

Office Etiquettes

1. All The Trainees Must have adhere to the Office Schedule Time.
2. The Official Lunch time will be 45 minutes i.e., 1-1.45 PM. In Case an Trainee who wants to go outside of the office premises for lunch, he/she should mark his/her entry and exit in the attendance.
3. In Case a Trainee needs leave, he / she should have to get it approved from his / her manager 24 hours before
4. A Trainee should keep the work desk and office hardware assigned (desktop / laptop) neat and clean always. A Trainee should shut down the hardware assigned while leaving the work desk
5. The Trainee should leave the office upon the successful completion of the work / task assigned to him / her every day. Negligence of work by any Trainee will not be tolerable by the management and will be liable for disciplinary action
6. No Trainees are allowed to take personal calls during working hours.
7. No Trainee can access to their personal emails or any form of social media during the office working hours. If Anyone founds violating, he / she will be liable to strict disciplinary action by the management
8. All the personal mobile phones should be kept on silent mode during working hour.
9. No Trainee will be allowed to gossip or chit chat between themselves with inappropriate gestures.
10. No Trainee are allowed to ask for half day within the working hour for their personal work. If Any Trainee founds doing this, that half day of the Trainee will be counted as a full day leave.
11. If a Trainee, during his / her training / probation period, requesting for leaves under following situations (i.e., headache, stomach pain, fever, cold, throat infection, loose motion, bank work etc.) frequently and repeatedly, he /she will be terminated with immediate effect and will not be entitled / claim for any remuneration whatsoever from the organization.
12. Inappropriate behavior with the colleagues and higher management is strictly not tolerable.

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HR Factor

13. Chewing gutka / pan masala / chewing gum etc. are strictly prohibited in the office premises
14. Any Trainee came to office by consuming alcohol or any toxic substances, he/she will be dismissed with effect immediately
15. No Trainee shall be allowed to disclose the information related to office, with anyone outside, by any means.

DELARATION

I ....do here by declare that am I am absolutely agree with the rules and regulation mentioned above and I will abide to it without any violation

Date: -

Place: (Signature of the Trainee)

ATTESTED

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HR Factor

COVID GUIDELINES

Due to the ongoing Pandemic situation, following rules and regulations has been applied, which will be mandatory for each and every Trainee of HR FACTOR

1. A Trainee will be bound to work from home (WFH), if such situation arises
2. The Office timings will remain as the same i.e., 9.30 AM – 6.30 PM.
3. A Trainee is bound to be available to the official meetings, during the working hours
4. He/ She has to complete the assigned monthly target.
5. if a Trainee successfully completes the assigned target, he / she will get the monthly salary, as per norms (Fixed +Variable + incentives, if any). If the performance of an Trainee found to be unsatisfactory, he / she will get only half of the fixed component of the monthly salary + incentives, if any.

DELARATION

I ....do here by declare that am I am absolutely agree with the rules and regulation mentioned above and I will abide to it without any violation

Date: -

Place: (Signature of the Trainee)

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384586267
Applicant ID - 5939171

11-Oct-2023

Adyasa Dash

Dear Adyasa,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline-, which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1384586267
Applicant ID - 5939171

11-Oct-2023

Adyasa Dash

Dear Adyasa,

We are pleased to make you an offer of appointment as Assistant Manager-II in ICICI Bank. You will be placed in eRELATIONSHIP MANAGEMENT at BHUBANESWAR_DLF CYBER CITY.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.
The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 01-Nov-2023.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ATTESTED
Principal
Trident Academy of Technology
Bhubaneswar-751024

Reference No. - 1384586267
Adyasa Dash

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Bhubaneswar-751024

Reference No. - 1384586267
Adyasa Dash

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

  - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
    a) Any breach of the conditions mentioned in this letter on your part
    b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
    c) Any incorrect information furnished by you like:
       - Mismatch in your previous employment data even by a day
       - Mismatch in your previous pay slip
       - Fake qualification certificates etc; and
    d) Suppression of any material information by you.
    e) Any breach of the Rules and Regulations of the Bank as applicable/amended applicable to you from time to time.

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Bhubaneswar-751024

Reference No. - 1384586267
Adyasa Dash

- **General:**
  - Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
  - You will be bound by the Rules and Regulations of the Bank.
  - You will keep us informed of any change in your residential address.
  - Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

RAJNISH SINHA
SENIOR ER MANAGER

ATTESTED

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Trident Academy of Technology
Bhubaneswar-751024

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Reference No. - 1384586267
Adyasa Dash

Annexure:

Remuneration:

- Your Base Salary will be Rs. 99,600/- (Rupees Ninety Nine Thousand Six Hundred only) per annum.

- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 92,964/- (Rupees Ninety Two Thousand Nine Hundred Sixty Four only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.

- You will be eligible for HRA of Rs. 49,800/- (Rupees Forty Nine Thousand Eight Hundred only) per annum.

- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,940/- (Rupees Fourteen Thousand Nine Hundred Forty only) per annum.

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Bhubaneswar-751024

Reference No. - 1384586267
Adyasa Dash

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Signature of Applicant

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Principal
Trident Academy of Technology
Bhubaneswar-751024

ICICI Bank

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password "option to generate a new password.

Following documents (Photocopies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (X^{th}/XII^{th}/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

ICICI Bank

Remuneration Details

Name : Adyasa Dash
Position: Assistant Manager-II
Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	**Annual**
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	7,747	92,964
Superannuation Allowance	1245.00	14,940
Total	**21,442**	**2,57,304**
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	**23,933**	**2,87,196**
Performance Linked Retention Pay #	5,000	60,000
Total CTC	**28,933**	**3,47,196**

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 11-Oct-2023

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ICICI Lombard
Nibhaye Vaade

22 February 2023

Abhilipsa Mohanty
Sailashree Vihar

Dear **Abhilipsa** ,

Subject: **Offer of employment.**

We are pleased to offer you an appointment in our organization as **Unit Sales Manager - Key Relations Group** in **Band - VB** and your initial posting will be at location **Delhi - Gole Market** in **Key Relations Group** vertical.

The proposed remuneration and benefits for the position offered are enclosed.

This offer of employment is subject to:

A) Verification of the documents / references submitted by you to the Company
B) Your acceptance of the offer along with the terms and conditions.

In case of acceptance, you are required to join us latest by **24 February 2023** , failing which the offer shall stand withdrawn automatically, unless otherwise communicated to you in writing.

Please sign and return duplicate copy of this letter in token of your acceptance within seven days from the date of offer.

We welcome you and wish you a long and successful career with us.

With Best Wishes,

Yours sincerely,

For ICICI LOMBARD GENERAL INSURANCE COMPANY LIMITED

Kiran Kumari

Talent Acquisition Manager

ACKNOWLEDGEMENT

I have read all the terms and conditions of the offer of employment and would like to confirm my acceptance.

Signature: Abhilipsa Mohanty

Place: Bhubaneswar

Date: 24.2.23

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ICICI Lombard
Nibhaye Vaade

Name	Abhilipsa Mohanty
Designation	Unit Sales Manager - Key Relations Group
Band	VB
Department	Key Relations Group
Location	Delhi - Gole Market

Payroll	Rs. (Per Month)	Rs. (Per Annum)
Base Pay	10,125.00	121,500.00
HRA	5,063.00	60,750.00
Personal Pay	19,211.00	230,526.00
Statutory Bonus	1,400.00	16,800.00
Provident Fund (Employer)	1,215.00	14,580.00
Gratuity	487.00	5,844.00
ESIC (Employer)	0.00	0.00
Gross Fixed Salary	37,500.00	450,000.00

Company contribution towards Provident Fund, Gratuity, ESIC and/or any other statutory benefit is in accordance with the applicable laws from time to time.

Performance bonus, as per policies and conditions prevalent from time to time.

Note:

- The above mentioned gross fixed salary does not include Mobile and Business Travel conveyance expenses as well as Health insurance, Life Insurance and Group (Personal) Accident Insurance (which would be applicable as per the prevalent Scheme of the Company).

- The present designation is subject to change depending upon work assignment from time to time.

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Bhubaneswar-751024

Abhilipsa Mohanty

• Your compensation can be restructured at any time protecting the gross salary.

Abhilipsa Mohanty

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

inDNA Life Sciences Pvt Ltd

—solutions for life in DNA

Registration number: U85195OR2012PTC015374

inDNA 3rd Floor, Plot No 368, North View, Infocity Avenue, Opp. CEB College, Shishu Vihar, Patia, Bhubaneswar – 751024, Odisha

Date-06/07/2023

Nibedita Parida
At-Baneikala,Joda
Dist-Keonjhar,Odisha,758038

SUB: OFFER LETTER

Dear **Miss Nibedita Parida,**

This is with reference to the subsequent interview. We are pleased to offer you the position of **MANAGEMENT TRAINEE (SALES & MARKETING)** in our organization at **inDNA Life Sciences Private Limited, Bhubaneswar** on the terms and conditions discussed and agreed between us.

You are requested to join on **10th July, 2023**. Your probation period is of six months. During this Period, you will be receiving a consolidated stipend of **INR 15000/- (Rupees Fifteen Thousand Only)**. You are also eligible for Other Allowance of **Rs 3000/-** per month as per the company norms. At the end of your probation Your performance will be reviewed and you may be offered a permanent position in our organization. Please acknowledge the same with your acceptance by signing. Also, submit us photocopy of the following documents / testimonials:

You would be required to submit the following documents / testimonials at the time of joining:

1. Copy of Class 10th and Class 12th or 10+2 Certificates
2. Copies of ACADEMIC & PROFESSIONAL QUALIFICATION(s) Certificates
3. Copy of Residence proof (Passport/Aadhar Card/Voter ID Card/Electricity Bill)
4. Copy of Identity proof (Driving License/Passport/Aadhar Card/Voter ID Card)
5. Copy of PAN card
6. Passport size photograph - 4 (Hard copies with white background to be submitted at the time of joining)
7. Bank Details

You would be required to submit a copy of these documents / testimonials at the time of joining
Joining Location – Bhubaneswar
Time – 9:30 AM

For inDNA Life Sciences Private Limited

Dr. Birendranath Banerjee
Managing Director
InDNA Life Sciences Private Limited

Managing Director
inDNA lifesciences Pvt. Ltd.

Accepted and Agreed by:

ATTESTED

Miss Nibedita Parida

Principal
Trident Academy of Technology
Bhubaneswar-751024

KANSAI PAINT

NEROLAC

KNP/HR/Offer./28677
24-Mar-2023

Ms. Ayusha Mohanty
Posal,
Jagatsinghpur, Odisha-754137

Sub: Offer as Sales Trainee

Dear Ms. Ayusha Mohanty,

We are pleased to inform you that you have been selected for the above position in Decorative Sales & Marketing function of our Organization. You will be placed at Bhubaneshwar location. You will be on probation for a period of 6 months from the date of your joining.

The break-up of your salary and allowances is given in the sheet attached hereto. This compensation structure is subject to changes to be made by the Company from time to time in accordance with the compensation scheme of the Company.

As a part of the joining process, you are required to submit the photo copies of the documents mentioned in attached list.

Please note that this offer of employment is subject to satisfactory completion of your reference check and pre-employment medical examination.

A formal appointment letter will be issued to you on your joining the Organization. You are required to join our Organization on or before 17-Apr-2023 failing which this Offer of employment shall stand withdrawn.

We look forward to you having a long and fruitful association with Kansai Nerolac.

Yours faithfully
For **Kansai Nerolac Paints Limited**

Pankhuri Seth
Chief Manager - Human Resource

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Ayusha Mohanty

KANSAI PAINT

NEROLAC

Annexure			
Name	Ayusha Mohanty	Grade	ST
Designation	Sales Trainee	Location	Bhubaneshwar
DOB	01-Jul-1996	Qualification	MBA
Experience	Nil	Past Organization	
A. Monthly Payments			
Basic Salary			15,000
House Rent Allowance			3,900
Amenities Allowance			1,900
Monthly Incentive (Bonus)			2,700
Medical Reimbursement			1,250
Conveyance Allowance			700
Total Monthly			**25,450**
Total Annual			**305,400**
B. Annual Payments			
Leave Travel Allowance			5,500
Provident Fund 12%			21,600
Gratuity (4.81% of Basic)			8,658
Superannuation (15% of Basic)			27,000
Gross Per Annum			368,158
Corporate Commission (4%)			14,726
CTC 1			382,884
C.Other Entitlements			
MWA * - @ Rs.3360 p.m.			40,320
Mobile Entitlements $$ - @ Rs.199/- p.m.			2,388
Grand Total - Cost to Company (CTC) (A+B+C)			**425,592**

Notes:

1. Metro Allowance is applicable to sales personnel assigned Metro Markets in Mumbai, Delhi, Kolkata, Chennai, Bangalore, Hyderabad, Ahmedabad and Pune. Same will be discontinued in case of transfer to non – metro markets.
2. House rent allowance is not payable if accommodation is provided by the Company.
3. The Corporate Commission will be paid as per the Company achieving its business plans and can go upto 125% if the Company exceeds its business plans as declared by the Management. The variable pay will be made in the month of July of the following year, provided you are on the rolls of the company on 30th June of said year and will be on pro rata basis.
4. Monthly Bonus paid as per Payment of Bonus act 1965.
5. LTA can be claimed only on completion of 1 year of service.
6. Superannuation is calculated @ 15 % of basic Salary and has a vesting period of 5 years.
7. Special Travel Allowance is applicable to sales personnel deputed in Mumbai city only, same will be discontinued in case of transfer to any other location. This allowance is paid as an additional support.
8. * Market Working Allowance (MWA) will be reimbursed at Rs.160/- per day for Local & Upcountry travel depending on the actual no. of days travelled. The above mentioned amount is based on 21days working in a month and it may vary with the no. of days travelled. The reimbursement will be subject to a maximum limit of 25 days.
9. $$ Payment of this amount will be made directly by the company to the service provider, any amount in access of Rs.199/- will be recovered from your monthly salary.
10. You, your spouse and two dependent children are covered for medical insurance up to Rs.300,000.
11. In the event of death of an employee, Gratuity is protected and is payable up to the age of superannuation.
12. You are also covered under Company Group Personnel Accident Policy 24/7 basis.
13. The company reserves the right to amend, modify or end any provision applicable at any time without advance notice.
14. You are covered under " Employees Group Insurance policy ".
15. Market Working Allowance (MWA) will be reimbursed on monthly basis and will be linked to monthly visit targets. The reimbursement is subject to employee meeting the market visit targets as defined in the company policy

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

KANSAI PAINT

NEROLAC

Pankhuri Seth
Chief Manager - Human Resource

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

KANSAI PAINT

NEROLAC

Pre Joining Documents list:-

RESIGNATION ACCEPTANCE or RELIEVING LETTER FROM PREVIOUS EMPLOYER (Photocopy)
1 PASSPORT SIZE COLOUR PHOTOGRAPH
EDUCATION TESTIMONIALS: SSC, HSC & Degree Certificate & mark sheet Post Graduate Degree / diploma
PAN CARD copy
BANK DETAILS: Account No. : IFSC Code : Name of Bank: Branch : (Copy of cancelled cheque is must)
RESIDENTIAL PROOF (Copy of Aadhar Card is compulsory + Any two from the followings) : Copy of Aadhar card (Compulsory) Copy of Valid Passport Copy of voter ID card Copy of Ration card Copy of current Electricity / Telephone/ Society Maintenance bill Copy of Driving License Copy of Ration Card

ATTESTED

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Trident Academy of Technology
Bhubaneswar-751024

TECHMENTEE
A KGS Group of Company

EMPLOYEMENT OFFER LETTER

TECHMENTEE PRIVATE LIMITED

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

TECHMENTEE
A KGS Group of Company

HIG-1/5, Sundarpada Hata Rd, Bhimatangi Housing Colony, Bhubaneswar, Odisha 751002, India

Phone: +91 (743)-918-8499
E-mail address:
info@techmentee.com

To,
BHARGAVI DASH
C/O: D.O Late Bhabani Shankar Dash,
Flat No.-2/8 SHREE TOWER, BJB NAGAR,
NEAR RADHAKRISHNA TEMPLE,
BJB NAGAR, Khorda, Odisha - 751014

Email: Lisabhargavi955@gmail.com
Phone: +91 9861291799

Date: Thursday, Oct 12th, 2023

Dear Bhargavi Dash,

Welcome To Techmentee Pvt Ltd.

We are pleased to offer you the Full-time position of **Management Trainee** at **Techmentee Private Limited** a joint venture of **KGS Technology Group Pvt. Ltd.** with a start date of November 1st, 2023, contingent upon background verification. Your work location would be Bhubaneswar. We believe your skills and experience are an excellent match for our company.

Date of Appointment - Your employment will be effective from Wednesday, November 1st ,2023.

Compensation and Benefits - Will be effective upon commencement of your employment at Techmentee. The details of your compensation, allowances and benefits are outlined in Annexure A and are subject to the conditions detailed.

Probation - You will be on probation for a period of six (6) months from the date of employment. Your confirmation will be based on your positive contribution to the Company's objectives.

Career Progression - The Company has a multi-level role and competency-based structure. All roles are mapped onto a respective job level. A futuristic approach has been adopted to bring in better results and advancements in every employee's goal and career aspiration.

Salary Review - Your salary will be reviewed yearly as per the company policy. Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

ATTESTED
Principal
Trident Academy of Technology
Bhubaneswar-751024

Leaves & Holidays - The Company recognizes statutory local and public holidays in a year. You shall be eligible for Twelve (12) working day leaves per annum. Leave accrues on a pro rata basis from the date of joining, one (1) day per month including probationary period. Upon completion of a year, you shall be eligible for Eighteen (18) working day leaves per annum.

Onboarding - We have an orientation program a week after your date of joining, which will provide you with a brief overview of the Company, its policies and practices.

Working Hours – The normal working days will be Monday to Friday with flexible working hours based on the Client/Project requirement.

Rewards & Recognition – Our rewards and recognition program are designed to commemorate employees' excellence in areas of their job functions. The program recognizes employees' outstanding performances, achievements and loyalty contributing to the overall growth and success of the organization.

Please confirm your acceptance of this offer by signing and returning this letter on or before 20th, October 2023.

Welcome to Techmentee, we wish you a long, rewarding and fulfilling career with us.

Yours Sincerely,

Name:
Vice President

Accepted By:

Date:

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

TECHMENTEE
A KGS Group of Company

HIG-1/5, Sundarpada Hata Rd, Bhimatangi Housing Colony, Bhubaneswar, Odisha 751002, India

Phone: +91 (743)-918-8499
E-mail address:
info@techmentee.com

Annexure A

Techmentee Private Limited
Compensation & Benefits

Name	Bhargavi Dash	**Location**	Bhubaneswar
Designation	Management Trainee	**DOJ**	01-Nov-2023

Components		Per Month	Per Annum
A - Basic	Basic Salary	5,010.00	60,120.00
B - Allowances	HRA	2,000.00	24,000.00
	Conveyance Allowance	700.00	8,400.00
	Medical Allowance	350.00	4,200.00
	Other	1,940.00	23,280.00
Total Cost to Company	**A+B**	**10,000.00**	**1,20,000.00**

Notes:

1. Your compensation details are strictly private and confidential and must not be disclosed or discussed with anyone other than the authorized personnel from Techmentee. The Company will treat any violation of this as a serious matter.
2. Your CTC Subject to deduction of contributions, charges and taxes at source as per the Laws/Acts of Government of India, as may be applicable from time to time.
3. Company's share of Provident Fund Contribution. Equal amount will be deducted from the Employee's monthly salary as per the Employee's Provident Funds and Miscellaneous Provision Act.
4. Our Payroll runs on or before 10th of every month.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

TECHMENTEE
A KGS Group of Company

HIG-1/5, Sundarpada Hata Rd, Bhimatangi Housing Colony, Bhubaneswar, Odisha 751002, India

Phone: +91 (743)-918-8499
E-mail address:
info@techmentee.com

Policy

Your employment will be governed by the rules, regulations and policies of the Company. This Detailed Annexure B will summarize significant matters pertaining to your employment and other benefits which are provided to the employees here at the Company. This you will be signing at the time of joining.

Terms and Conditions & NDA

As per the Company policy, you would be required to sign Annexure B at the time of joining, which includes Terms and Conditions of the Employment and Non-Conflict-of-Interest and obligations and a Standard Confidentiality and Non- Disclosure Agreement (to protect classified/proprietary information).

Background Verification

This offer of employment is contingent upon fulfilling the background verification process that the organization will conduct. The Company may, at its discretion conduct background checks prior to joining or anytime during the term of your employment to validate your identity, permanent/residing address, education details, all prior work experience and criminal checks. You expressly consent to the Company conducting such background checks. More details can be found under Annexure B.

Confidential

The terms of your employment and compensation information are confidential. We request you to use discretion in handling your compensation related information. As a Company policy, we forbid sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the Company.

We are in no doubt that you are fully aware of the scope, responsibility and challenge inherent in this job. With your education and experience, we are sure that you will find your employment with us very rewarding and satisfying. On the date of joining, please sign Annexure B as acceptance of this Offer letter.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Employee Name:

Date:

Signature:

HIG-1/5, Sundarpada Hata Rd, Bhimatangi Housing Colony, Bhubaneswar, Odisha 751002, India

Phone: +91 (743)-918-8499
E-mail address:
info@techmentee.com

HRD/MML/O/55370/23

24/Feb/2023

Mr.Abhisek Pradhan

Sandhapalli,Pattamundai,

Kendrapara,

Odisha

Pin: 754215

Dear Mr.Abhisek Pradhan

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited.** This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title :

You will be designated as **Relationship Officer-Operations**

2. Reporting:

You will be reporting to the **Branch Relationship Manager-Operations**

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Trident Academy of Technology
Bhubaneswar-751024

3. Location:

Your first posting will be at **Balichandrapur , Odisha**

4. Remuneration:

Your Annual Total Employment Cost to the company would be **Rs.229236.00** /- (**Rupees Two Lakhs Twenty-Nine Thousand Two Hundred Thirty-Six Only**) the details of which are been given in the Annexure attached

5. Job Description

Your duties and responsibilities will be given separately

6. Posting/Transfer:

Even though your first posting will be at **Balichandrapur** during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

7. Probation/Confirmation:

You will be on Probation for a period of 12 months. Your performance will be evaluated after the completion of probation period. Your services will be confirmed with the company in writing, strictly on the basis of your performance during the probation period

8. Notice Period:

In case you decide to leave the company's services , you will be required to give 90 days' notice. The company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the company the gross salary for the notice period so reduced/waived off.

9. Medical Fitness:

Your offer is subject to your being found medically fit for employment.

10 . Information:

This Offer Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio- data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this position, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

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Bhubaneswar-751024

11. Responsibility:

With acceptance of this letter, you are undertaking the following responsibilities

I.. You will abide by the rules and regulations/Certified Standing Orders of the Company as may be in force from time to time

II. During your services with the Company, you will not undertake any other business or work, direct or indirect, honorary or with remuneration except with the written permission from the Management.

III .You will not during your services with us or any time, thereafter disclose to any persons, firm or Company, information regarding the Company, the disclosure of which may damage the interest of the Company.

12.You are advised to join us latest by: 10-March-2023

13. You are required to sign and submit a copy of this letter as a token of your acceptance of our terms and conditions along with the following documents (if not submitted already) within 2 days from the date of this offer failing which the offer will stand void.

- Copy of educational qualification (self-attested);
- Police Verification Certificate on or before 30 days of joining;
- KYC - Self attested;
- Copy of Relieving letter from the present Employer;

14.Employees who are leaving the service without intimation to the company within 30 days from the date of joining shall be not eligible for any benefits as an employee and the company has the right to recover the loss incurred with regard to the appointment and his service.

Confidentiality

You acknowledges that in the course of performing services, you will obtain knowledge of the business plans, products, processes, software, know-how, trade secrets, formulas, methods, models, prototypes, discoveries, inventions, improvements, disclosures, names and positions of other employees and/or other proprietary and/or confidential information (collectively the Confidential Information). You agree to keep the Confidential Information secret and confidential and not to publish, disclose or divulge to any other party, and agree not to use any of the Confidential Information for your own benefit or to the detriment without the prior written consent, whether or not such Confidential Information was discovered or developed by you. You also agree not to divulge, publish or use any proprietary and/or confidential information of others that you are obligated to maintain in confidence.

This clause shall be applicable even after the discontinuation of your services with the organization

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Bhubaneswar-751024

Professional Code of Conduct

You shall abide by the Professional code of conduct, as amended from time to time, at all times.

Acceptable Usage Policy

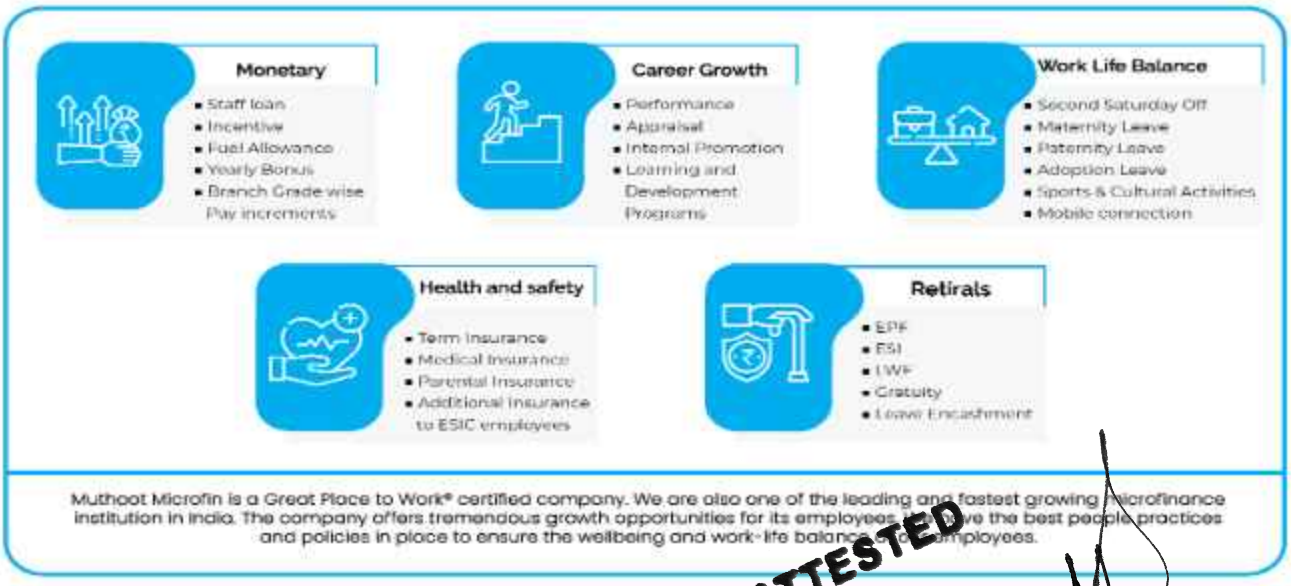
You shall be bound by the acceptable usage policy and the related policies from time to time.
Within 15 days of joining you will read through the Policy and acknowledge receipt of the same failing which you may not be able to access the information assets

While welcoming you to Muthoot Pappachan Group, we hope you will excel in your endeavours and help make Muthoot Microfin a success story.

For Muthoot Microfin Limited.

MUTHOOT MICROFIN LIMITED KOCHI 682035

Subhransu Pattnayak
Executive Vice President - HR



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Trident Academy of Technology
Bhubaneswar-751024

SALARY BREAK UP		
Designation	**Relationship Officer-Operations**	
Grade	**RO III**	
Location	**Balichandrapur**	
Salary Breakup	**Per Month**	**Per Annum**
Basic plus DA	10200.00	122400.00
HRA	4080.00	48960.00
Others Allowance	2720.00	32640.00
Gross Salary (A)	17000.00	204000.00
Deductions		
Provident Fund	1550.00	18600.00
ESI	128.00	1536.00
Net Salary (B)	15322.00	183864.00
ESI(ER Share)	553.00	6636.00
Provident Fund(ER Share)	1550.00	18600.00
Total (C)	2103.00	25236.00
Cost to The Company (A+C)	19103.00	229236.00

For Muthoot Microfin Limited.

MUTHOOT MICROFIN LIMITED KOCHI 682035

Subhransu Pattnayak
Executive Vice President - HR

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

SINCE 1989 **PEOPLE'S FORUM**
Always... All time... with the people

Phone : +91-674-2351688

Admn. & Liaison Office :
At- Plot No. - HIG-97, Dharma Vihar,
PO- Khandagiri, Bhubaneswar - 751030, Odisha, India
E-mail : peoplesforumindia@hotmail.com
Website : www.peoples-forum.org

Ref. No....6845..... Date..13/03/2023

Ref: PF/HR/OL/2023-6845
Date: 13/03/2023

To,

Ms. Diptimayee Das
At-Sailashree Vihar,Bhubaneswar.

Offer Letter

Dear Ms. Diptimayee Das,

Subsequent to the personal interview and discussion you had with us, we are glad to inform you that you have been selected for the position of **"Assistant Manager"** in People's Forum, regarded as "Company" hereafter, at our **"Head Office"**, with an opportunity to be offered a permanent position of **Assistant Manager** at the end of the training & probation, based upon the following terms and conditions.

1. **Employment Details:**

   1.1. Employment Status - Probation for **6 month** from the date of joining

   1.2. Department/Function - Operation

   1.3. Reporting Manager - Mr. Nagesh Sunkari (Head-BC)

   1.4. Job Location – HIG-97,DharamVihar, Khandagiri,Bhubaneswar,Odisha,751030.

   1.5. Reporting Time - 9:30 AM

   1.6. Job Type - Full Time

2. **Date of Joining:**

   Your date of joining in our Company will be **10/04/2023** and your stipend/Salary and other remuneration will be calculated from the date of joining on a prorated basis.

3. **Location:**

   Your place of posting will be at the **Head Office**. However, the company reserves the right to transfer you to any location, as the company may deem fit, from time to time.

4. **Cost to the Company (CTC):**

   Your cost to the company will be **INR 350676.00/-** per annum, which includes gross fixed salary, variable salary, retiral benefits and other perks. Your take home salary will be calculated after the deduction of the following:

   a) Provident Fund
   b) ESIC
   c) Employment/ Professional Tax

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Principal
Trident Academy of Technology
Bhubaneswar-751024

4.1. Tax Deduction at Source (TDS): Income tax, if applicable, will be deducted from your salary as per income tax rules. Submission of investment declaration and proof of investment is mandatory for taxpayers and tax will be deducted according to the declaration & investment.

5. Leaves:

You will be entitled to all leaves, including Casual Leave, Sick Leave, Earned Leave, Maternity Leave/Paternity Leave and Special Covid Leave as per the leave policy.

6. Probation:

You will be on probation for **6 month** from your date of joining with us.

6.1. Extension of Probation:

The company reserves the right to extend the probation period, if required.

7. Background Check:

The company reserves the right to verify your documents submitted by you for supporting your candidature, through internal or external agencies. This may include your current or previous employment verification, education, and other background check, if found any case of discrepancy in verification, then your offer letter/employment stands cancelled.

8. Medical Examination:

Your appointment shall be subject to being declared physically fit by the doctor after having a **medical examination** or by such a doctor as may be nominated by the company. As per the set rules, company can deny employment, if and when the candidate is declared unfit by the doctor.

8.1. Female employees who are expected to be a **mother** within months of joining are required to convey the same in written before joining.

8.2. By accepting this offer letter, you declare that you have no physical or mental disorder which doesn't allow you to perform any of the tasks assigned to you.

9. Expenses Reimbursement:

In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorised, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies:

You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed in the HR Manual.

11. Employee Separation:

11.1. Termination:

Your employment is subjected to be terminated on the grounds of misconduct, harassment, fraudulent activities, breach of code of conduct, and non-adherence to policies and procedures set by the Company.

11.1.1. HR Code of Conduct:

In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, sexual harassment, gross negligence, wilful misconduct, or a material violation of Company policies, or if you are found to be absconding from the services of the Company or for any other reason causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation. And the entire amount due to him must be recovered.

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Bhubaneswar-751024

11.1.2. Non-Performance:

11.1.2.1. If you fail to fulfil the set performance standards, the company will place you on **Performance Improvement Plan** for **three months** and provide you with the necessary training; if you still are not performing, your employment will be terminated with clause no 11.1.2.2.

11.1.2.2. The Company may terminate your employment by giving you **one month's** written notice or by paying you **one month's** salary in lieu of such notice.

11.2. Resignation:

In the event of your resignation from the services of the Company, you will be required to give the Company written notice. The notice period must be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

11.2.1. During **probation** period, you need to serve **30 days'** notice period or salary in lieu of that on resignation of services.

11.2.2. After the **confirmation** of employment, you need to serve **60 days'** notice period or salary in lieu of that on resignation of services.

11.2.3. Your notice period is subjected to change in accordance with your last designation at the time of resignation as per the **HRMS & HR Band.**

11.2.4. In Case of separation if you are joining any of the Company which is a Vendor, Investor, Rating Agency, Funder, or a customer of People's Forum, then you will convey the details of your new employer at the time of resignation.

11.3. Absconding:

When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as an absence from duty. The days of absence will be treated as a loss of pay. The employee must report to his / her department head on re-joining duty from absence and provide valid reasons for the absence in writing before taking up work again. If an employee is absent from duty for more than **3** days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. Confidential Information:

As an employee, you may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential Information includes, and is not limited to, course materials, videos, financial documents, and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce, or use any Confidential Information for any purpose except solely in connection with your performance in the company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall always be bound by the provisions laid therein. You will not keep any confidential information either in physical form or in electronics form or in any other form of after separation from the company.

13. Intellectual Property Rights:

All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, irrevocable, royalty-free right to such intellectual property in perpetuity to the Company. You shall not assert any right, title, and interest in such intellectual property rights.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

14. Indemnity:

You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained, or caused to be incurred/sustained by the Company on account of:

14.1. Any act or omission by you.

14.2. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement.

14.3. Any representation, warranty, or information furnished to the Company found to be false.

14.4. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or

14.5. Failure to adhere to the standards/specifications/policies of the Company.

15. General Provisions:

15.1. You are required to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate, or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

15.2. You shall endeavour to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

15.3. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

15.4. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

15.5. You will keep the Company informed in writing of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

15.6. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon your executing the said agreement.

15.7. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

15.8. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

15.9. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain any such disputes shall vast exclusively in the courts of **Bhubaneswar, Odisha** only.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

You are required to submit the following documents at the time of joining:

1) Updated resume
2) Academic credentials (marksheets as well as certificates)
3) Relieving and experience certificate from all Company
4) Last 3-month salary slip from all Company
5) Appointment & Offer letter from all Company
6) 4 passport-sized & 2 stamp-sized photos
7) Bank a/c details
8) Aadhar ID (updated)
9) PAN card (mandatory)
10) COVID-19 negative test report

The following are additional required documents for all field employees:

11) Driving Licence
12) Vehicle RC Book
13) Fidelity Paper
14) Declaration that you are authorised to use the vehicle, if not owned by you.

We look forward to an enduring relationship with you!!

On behalf of,

People's Forum.

PEOPLE'S FORUM * INDIA * BHUBANESWAR

Preetam Debasish Sahoo
Associate VP- Human Resources

Authorised Signatory

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Compensation Details:

Name: Ms. Diptimayee Das

Designation: Assistant Manager

HR Band: Assistant Manager

Cost to Company (Per Annum)	INR 350676.00	Three Lakh Fifty Thousand Six Hundred Seventy Six Only	
Earnings (A)	**Particulars**	**Yearly Amount (in INR)**	**Monthly Amount (in INR)**
	Basic	132000.00	11000.00
	HRA	66000.00	5500.00
	Personal Allowance	9600.00	800.00
	DA Amount	30000.00	2500.00
	Bonus Amount	26400.00	2200.00
	Gross Salary	**264000.00**	**22000.00**
Deductions	**Particulars**	**Yearly Amount (in INR)**	**Monthly Amount (in INR)**
	Employee PF	20592.00	1716.00
	PTax	1500.00	125.00
	Total Deductions	**22092.00**	**1841.00**
Net Take Home Salary		**241908.00**	**20159.00**
Other Benefits (B)	**Particulars**	**Yearly Amount (in INR)**	**Monthly Amount (in INR)**
	Health Insurance	18936.00	1578.00
	Term Insurance	2520.00	210.00
	GPA Insurance	564.00	47.00
	Max Variable Pay	36000.00	3000.00
	Employer PF	22308.00	1859.00
	Gratuity	6348.00	529.00
	Total Amount	**86676.00**	**7223.00**
Cost to Company (A+B)		**350676.00**	**29223.00**

Variable Pay Description

Variable Pay	Achievement Grades	Yearly Amount (in INR)	Monthly Amount (in INR)
	A	36000.00	3000.00
	B	0.00	0.00
	C	0.00	0.00
	D	-	-

***Please Note:**

1. Allowances are inclusive of Conveyance allowance, Medical Allowance, Canteen Allowance, Attendance Allowance and Washing and Dress Maintenance Allowance as per company policy.
2. Gratuity will be applicable only after the completion of 5 years of service.
3. You will be eligible for a mobile allowance of Rs.300 or CUG SIM or an equivalent amount.
4. Health Insurance and Group Term Life Insurance are applicable from your date of appointment as per the company policy.
5. The actual payout against each component will be subject to the prevailing Income tax laws and the deductions therein.
6. The variable payout (if any) is subject to change regarding the revision of policy and pay as per the company policy.
7. PT will be deducted from the gross salary, and it will be applicable as per the state norms.

Note: Please return a duplicate copy of this offer letter with your signature as a token of acceptance of terms and conditions therein, within a period of 7 days from Date of Issue, failing to which the offer will be automatically revoked.

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Bhubaneswar-751024

TRIDENT
GROUP OF INSTITUTIONS
Looking beyond tomorrow...
------Powered by Google------

Trident Group Placements <trident.placement@tat.ac.in>

Fwd: Campus recruitment drive - Bhubaneswar

1 message

Debashish Sahu <debashishsahu95@gmail.com> Tue, Jul 2, 2024 at 4:42 PM
To: Trident Group Placements <trident.placement@tat.ac.in>

---------- Forwarded message ---------
From: **Rutuja Gaikwad** <rutuja.gaikwad@rdcconcrete.com>
Date: Wed, 8 Feb 2023, 6:52 pm
Subject: Campus recruitment drive - Bhubaneswar
To: <debashishsahu95@gmail.com>
Cc: Trident Placement <trplacement@tat.ac.in>

Dear Debasish,

You have been selected for our Management Trainee scheme from the interview conducted at Trident Institute, Bhubaneswar. Heartiest Congratulations. We look forward to joining the RDClian Family. We will inform you about your joining details in May 2023 Probable date would be July to September. Exact date will be intimated later.

You will be paid a stipend of **Rs. 25000/- per month + Retention Bonus of Rs. 1Lakh (Rs.1 Lakh will be paid at the end of successful completion of training for a period of 1 year)** There is no deduction from this amount except profession tax of Rs 200/- per month

Please confirm your acceptance of this offer. If no reply is received by 15th February 2023, the offer will stand withdrawn automatically.

Note: You have to complete"minimum" 1 month pre-placement training with us in our ready mix plant assigned to you. It is compulsory for everyone. This training can be done in June or July months as formal joining will happen in Aug/Sep

During this period of training you will be paid pocket expenses of Rs 10000/- month (All inclusive). In case you do not do this pre-placement training, you will not receive a formal Employment letter.

We will contact you again in May 2023 to ascertain your preferred location for pre placement training.

Best wishes

--
Thanks & Regards,

Rutuja Gaikwad
Team - HR

M: 86579 40540

P: 022 67896726

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We Promise We Deliver

www.rdcconcrete.com

RDC concrete (India) Pvt Ltd, Mumbai - HO 701, TaneOne Corporate IT Park, Next to Tatvagyan Vidyapeeth, Ghodbunder Road, Thane (West), 400 610

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Trident Academy of Technology
Bhubaneswar-751024

Follow Us on: Facebook | LinkedIn | YouTube

Do Write to:

customercare@rdcconcreteindia.com : For Queries / Complaints / Technical Information, related to our products & services

sales@rdcconcreteindia.com: For Sales Inquiries / Customised Product requirements / Concrete Orders

Disclaimer:

This email or attachments may contain confidential information and is intended solely for the use of the named addressee. If you are not the intended recipient, please notify the sender by reply e-mail and delete it from your system and you are prohibited from disclosing, copying, distributing or taking any action in reliance on the contents of this mail. No representation is made that this email or its attachments are free of viruses. Virus scanning is recommended and is the responsibility of the recipient. RDC Concrete (India) Pvt Ltd. accepts no liability for any damage caused by any virus transmitted by this email.

Visit us at http://www.rdcconcrete.com
CIN: U74999MH1993PTC172842

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

May 16,2023

Ref No:CAN106900

Mr.LIPU PRADHAN

At-Nityanandpur,P/Ps-Nihalprasad, Ps-Nihalprasad, Block-Gondia, Dist-Dhenkanal ,759016,

Dhenkanal ,

Odisha-759016.

Mob No.: 9861326481

Dear **Mr.LIPU PRADHAN** ,

SUBJECT: PROVISIONAL OFFER LETTER

This is with reference to your participation at campus recruitment drive & subsequent final interview; we are pleased to offer you the post of **MANAGEMENT TRAINEE** in our organization on the following terms and conditions.

1. You are likely to be posted to any of our Zonal/Regional/Branch Offices located across India.
2. You will be paid a total remuneration of **Rs.2,46,720/-p.a.(which is inclusive of Stipend & other allowances)**
3. You will be in six months on-the-job Training followed by six months Probation effective from the date of joining. After successful completion of training and probation, you will be confirmed in the services of the company.
4. You are advised to send us scan (or) in hard copy of the below specified documents within 1 month of result declaration by University and only after verification of the certificate; you shall be intimated about your joining date.

a. Passport Size Photos-4 nos.

b. Copy of Pan card & Aadhaar card(compulsory).

c. Copy of Address ID proof.

d. Copy of Educational Qualification (Internet copies of the marksheets are not acceptable).

e. Relieving & Experience Letter from Current Employer for Experienced Candidates.

f. Proof of latest 3 months payslips (If applicable).

g. Copy of Driving License is mandatory.

h. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.

This letter is just a confirmation of your provisional selection with us and cannot be treated as an Appointment Letter and the same can be withdrawn or revoked at the sole discretion of the Management. The detailed appointment letter will be given to you at the time of joining.

Kindly sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

We welcome you to SHRIRAM FINANCE LIMITED

For SHRIRAM FINANCE LIMITED

A.GANESH

SENIOR VICE PRESIDENT **(Accepted)**

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

Note: - Offer Acceptance Copy/Educational documents (Post declaration of your results) should reach us at HR Department, "Novac Technology Solutions, "Statesman One", No. 275, R.K. Mutt Road, Mylapore, Chennai- 600004." Mail id hrd@novactech.in Phone No. 044-42913019/3052.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Utkarsh Small Finance Bank

Appointment Letter

USFB/HRD/ 2023-24
Date: June 14, 2023
Mr Manoj Kumar Sahoo (55758)
Address: Kotasahi, Kotasahi, Tangi, 754022,,
District: , Pin: 754022

Sub: Letter of Appointment

Dear Manoj,
With reference to your job application, subsequent briefing/ discussions and interview, we are pleased to appoint you as Customer Service Officer -LIA in the grade of Senior Executive (105) in our organization with effect from June 12, 2023 on the following terms and conditions.

Remuneration
The monthly emoluments that will be paid to you, is detailed in **Annexure 1.**

Posting
You are being initially posted at **Cuttack Zone**. However, you may be transferred to any divisions/ locations/ office of the Company or subsidiary or group Company of UTKARSH, within the country, at the sole discretion of the management.

Reporting
You will report to the **Branch Head.**

Probation
As a **Customer Service Officer -LIA** , you will be on probation for a period of six (6) months. You are required to put your best effort to perform on the job. At the end of the 6 months period your performance level will be evaluated and if found satisfactory, you will be confirmed in the job. However, if your performance is not found satisfactory, your probation may be extended for further period of time as deemed fit by the company

Exit Clause:

- This contract of appointment can be terminated by either party by giving three month's notice or payment of three month's emoluments in lieu thereof during probation period and by giving three month's notice or payment of three month's emoluments in lieu thereof after confirmation of service.
- In your absence from duty without sanction for more than 3 days, you will lose lien on your appointment.
- Further, in case no enquiry or proceeding is contemplated against you and you remain unauthorized absent more than 15 days, it shall be deemed that you are not interested in Continuing with the Company and are deliberately avoiding to submit formal resignation. In such circumstances, You shall be deemed to have resigned from service w. e. f. the date you are absent from service. you shall be liable to pay the notice period salary.
- Even in case you leave the company, you will not use any information acquired during your tenure in the organization, for any purpose against or extraneous to the company's interest. Further all relevant materials and documents related to the company will be handed over by you, to company representative, along with other company assets before separation.

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Trident Academy of Technology
Bhubaneswar-751024

Utkarsh Small Finance Bank

Name: Manoj Kumar Sahoo

Employee ID: 55758

Work discipline and ethics:-
You will be governed by all the terms and conditions of service as stipulated by the company policies and procedures from time to time. Non - compliance to the same will be considered misconduct and will attract actions as deemed fit.

If you are found withholding any information or providing the same to any third party, you will be liable to disciplinary/legal action including penalties and compensation as may be deemed fit by the management.

You are expected to act in professional and competent manner in all aspect of your work be it performance, learning , productivity or behaviour. The company expects from you the highest standard of integrity and conduct in all matters.

Throughout the duration of your employment with us, you will:

- Not engage yourself in any other full/part time employment or any business directly or indirectly.
- Since you are being trained to be as **Customer Service Officer -LIA,** you need to learn to discharge the roles and responsibilities accordingly.

Undertaking

I have joined Utkarsh Small Finance Bank Ltd knowing it to be a financial services Company. I shall be liable to pay or reimburse to the company any loss or damage which is / may be caused due to my negligence, connivance or any civil or criminal act or omission in performance of my duties. In case I fail to pay or deposit the aforesaid loss or damage, the company shall be entitled to recover the same like a civil recovery from me, as per procedure prescribed under law.

Confidentiality
Data and information of the company should not be shared with anyone outside the company

Jurisdiction
All the dispute are subject to Jurisdiction of Varanasi Civil Court Only.

Welcome to UTKARSH family.
For
UTKARSH SMALL FINANCE BANK LIMITED

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Utpal Anand.

Utpal Anand
Head Assets & Credit HR

Enclosures:

Utkarsh Small Finance Bank

Annexure I- Details of salary payable and benefits
Distribution:
Personal File

I acknowledged with thanks the receipt of this appointment letter and accept the terms and conditions stipulated herein. I have joined the company on _____.

Signature:
Name:
Date:

ATTESTED

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Trident Academy of Technology
Bhubaneswar-751024

Name: Manoj Kumar Sahoo

EIN ID:55758

Salary Components	₹ Per Month	₹ Per Annum
Basic Salary	9200	110400
Medical Allowance	750	9000
Statutory Allowance	2020	24240
Fuel Allowance	1500	18000
Other Allowance	5011	60132
Gross Salary	**18481**	**221772**
PF	1800	21600
Gratuity	442	5304
Total Fixed CTC	**20723**	**248676**
Average Performance Based on Annual Bonus	1547	18564
Medical Benefits Coverage	647	7764
Total Cost To Company	**22917**	**275004**

Non Cash Benefits:

- Leave (As per the leave Policy)
- Annual performance Payout/bonus subject to performance of the company- As applicable
- Medical Insurance
- Term Insurance
- Mobile Bills- As per the policy of the company

Please take a note that this salary structure is applicable to the place of posting as mentioned in the appointment letter. In case your posting is changed from current location to other location, you will be eligible for the salary structure applicable for that location"

"Please note that breakup of structure of salary may be reviewed and there may be some change in the component of salary. However, it will be ensured that there is no negative impact on your overall CTC".

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Utkarsh Small Finance Bank

June 14, 2023

Joining Report

It has been decided to post the under mentioned employee as follows

S.No	Name Of Staff	Staff ID	Branch Name	Date Of Appointment	Date Of Joining At Department	Signature Of Branch Manager/Reporting Manager
1.	Manoj Kumar Sahoo	55758	Cuttack	June 12, 2023	June 12, 2023	

The employee mentioned above has to join the department June 12, 2023

Please ensure joining

Your Sincerely,

Utpal Anand.

Utpal Anand
Head Assets & Credit HR

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

MINDGRAPH

Private & Confidential

Ref. : Internship Offer

Dated : 11 JANUARY 2023

Dear **Ms. SUBHASREE SATAPATHY**

With reference to our discussions, we are pleased to offer you the position of **DATA ANALYTICS ENGINEER - INTERN** with Mind Graph Technologies Private Limited (hereinafter called as "MindGraph"/ "Employer"/ "Company").

During the training period, you will be entitled for a remuneration of **Indian Rupees. 1,44,000** (One Lakh Forty-Four Thousand Only) per annum.

The details of the package are provided in **Annexure B.**

Your appointment will be governed by the terms and conditions presented in **Annexure A**. You will also be governed by the other rules & regulations in vogue and those may be amended from time to time.

At the time of joining please, submit the following documents:

1) Photocopy of your certifications and mark sheets in support of your educational qualifications (10th Onwards).
2) Passport Size Colour Photographs (Soft Copy).
3) Identity Proof (Pan Card / Passport / Aadhaar Card / Voter I-Card).

Joining Details:

Effective Date **16 JANUARY 2023**

We look forward to your joining. Please contact us at hr@mind-graph.com for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us at the earliest.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ANNEXURE A

Terms and Conditions of Internship

NAME	**SUBHASREE SATAPATHY**
AADHAR NUMBER	**645054135709**

You shall be governed by the following terms and conditions of service during your internship with MindGraph Technologies Private Limited (hereafter referred to as the "Company"), and those maybe amended from time to time

1. **Statement of Facts**

   The Company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form for internship. At the time of joining or during training, if the Company finds information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.

2. **Date of Commencement**

   Your internship programme with the company shall commence on the **16 JANUARY 2023**.

3. **Location of work**

   Your work location shall be Bhubaneswar, India.

   However, please note that the Company reserve the right to transfer its trainees / employees to any unit(s)/ department(s) or office(s) of the Company or of its Affiliates and/or the office of Company's customer ("Work Location"), other than the one an employee was initially hired to work for.

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

   Accordingly, we want you to be aware that you may be transferred to another work location in the future depending on the Company's business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company's existing and future policies in that work location, solely at the discretion of the Company. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

   In the event of transfer of your work location, the Company shall do its best to accommodate, solely at its own sole discretion, any request of preference you may have the respect to your choice of work location or any other matter in relation to the transfer, consistent with Company's policies.

4. **Probationary Period (Training Period) and Confirmation as a Permanent Employee**

   You will be in technical training period till the completion of your final year and will be confirmed as a permanent employee upon successful completion of the training. In addition to your performance during training period, your confirmation as an employee is subject to you submitting the requisite documents as required by the company.

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Trident Academy of Technology
Bhubaneswar-751024

5. Earned Leave

The Company only provides one type of leave, i.e., earned leave. You shall be eligible for 12 working days of leave annually. This shall be credited on a quarterly basis as per the table below.

Quarter-1	Quarter-2	Quarter-3	Quarter-4
3	3	3	3

Please note that in above table quarter 1 denoted the quarter (3 months) you have joined and should not be read fiscal year quarter definition.

Illustration:

If an employee joins the company in quarter two of the fiscal year 2019-2020, the quarter two of the fiscal year 2019-2020 will be considered as a first quarter(3 months) for the purpose of leave credit. Please note that leave days shall be credited on a pro-rated basis in the first quarter of your joining.

6. Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company and Company Performance. Salary increases are normally given on an annual basis, completely at the discretion of the Company.

7. Notice Period

Therefore, in case you voluntarily terminate your contract with MindGraph, by resignation, you will provide the Company with Ninety (90) days advance notice of your resignation from contract for within country assignment & Ninety days (90) days advance notice while on onsite (out-of-country) deputed assignments. You may not offset the notice period against any accrued leaves or pay cash in-lieu of the notice period, unless agreed by the Company, in writing.

In addition to that, the minimum period of employment from the candidate's end will be 2 years post the training period. This means, upon completion of successful training period date, the candidate needs to be employed with MindGraph for a minimum period of 2 years, from their end, unless the Company terminates the said employment, under conditions mentioned in the above paragraph. If the candidate resigns before the said period of 2 years, they will have to pay 3 months of their current salary to the Company. If the candidate's performance during the notice period is unsatisfactory, the Company reserves the right to not disburse the salary for the said period, purely at their discretion.

8. Background Checks

BGV (Back Ground Verification) is done by a third party. If any discrepancies are found, or anything stated by the candidate is found to be inaccurate, the Company can terminate the employment with immediate effect.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

9. Execution of duties

The usual working hours are Mondays to Saturdays: 9am to 6pm. Saturday is work from home, and does not require office visit. However, you will have to work at such times and for such periods as the efficient and conscientious discharge of your duties hereunder requires, including, if the Company deems necessary on, Sundays and public holidays, without any overtime pay. During working hours, you shall entirely devote your time, attention, and abilities to the business of the Company.

10. Reimbursements

You will be required to claim all business-related expenses and settle all the dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary. The authority to approve or deny any reimbursement claim solely rests with the Company.

11. Other Terms & Conditions

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

You hereby acknowledge and agree to abide by all internal polices of the Company.

The Company has policies that are linked to performance management, career growth and annual compensation review of an employee and these policies shall be applied to you.

You shall be required to sign certain mandatory agreements, including but not limited to the confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to employees. This offer is also conditional upon your acceptance and execution of the service agreement.

Furthermore, the Company has various human resources and administration policies and procedures. The Company reserve the right to vary these polices at any time in its absolute discretion. While these polices do not form part of contract of your employment, you are required to abide by all applicable policies. This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes and any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contain herein, and it cannot be modified or amended except in writing signed by an authorized employee of the Company.

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

This agreement shall be governed by the Laws of India and you here by agree to the exclusive jurisdiction of the court in Bhubaneswar, Odisha, India.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ANNEXURE B

During Internship Period

A training stipend of INR 1.44 Lacs per Annum will be paid i.e, INR 12,000 fixed pay per month.

Total consolidated annual CTC = INR 1,44,000

After successful completion of your training with MindGraph Technologies and appointed as an employee based on your performance you will be eligible for a package worth of up to INR Rs. 4,00,000 (Four Lakh Rupees Only) per annum.

We welcome you to the **MindGraph Technologies Private Limited** family and wish you a rewarding career over the years to come.

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

Thanking you,
Yours sincerely,

For

MindGraph Technologies Private Limited

VIJAYA BHASKER K
DIRECTOR
MINDGRAPH TECHNOLOGIES PVT LTD.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

DECLARATION

To,
MindGraph Technologies Pvt Ltd,

I, Subhashree Satapathy agree with all the above terms and conditions of employment MindGraph Technologies Pvt Ltd. I shall commence my employment with effect from 16.01.2023.

Date:

Signature:

12.01.2023

Subhashree Satapathy

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Gmail

Trident Group Of Institution <trplacement@gmail.com>

Muvro Technologies - Joining Related Information - GET / 2023 Batch - TAT

2 messages

NextGen Campus (OD) <nextgen.od@nextgenventures.in> Wed, Apr 12, 2023 at 2:21 PM
To: trplacement@tat.ac.in, trplacement@gmail.com, placement.trident@tat.ac.in, training@tat.ac.in, akshya.das@tat.ac.in
Cc: "pravat@nextgenventures.in" <pravat@nextgenventures.in>

NextGen Ventures: Joining Related Information
Recruiting Organization: Muvro Technologies

Dear Sir/Madam,

Please find the **Joining Related Information** for the Recruitment Drive of **Muvro Technologies.**

Course/Streams: B.E./B.Tech – Mechanical, Electrical - EE & EEE
Batch: 2023 passing out batch

Date of Joining :- 24/04/2023
Company Name:-Muvro Technologies Pvt Ltd.
Place of joining:- Plot No-1195, Main Road Morta, Near Shiv Mandir, Morta Bus Stand, Morta, Ghaziabad, Uttar Pradesh - 201003, INDIA
Report to :- HOD
General Office Timing:- 9 am to 6 pm

List Of Selected Candidates:

SL.NO.	CANDIDATE NAME	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	CONTACT NO.
1	AMRIT KUMAR RAY	MALE	B.E. / B.TECH	EE	AJAY BINAY INSTITUTE OF TECHNOLOGY	amritrocking654@gmail.com	8093463221
2	BHOJAGENDRA MOHANTA	MALE	B.E. / B.TECH	EE	AJAY BINAY INSTITUTE OF TECHNOLOGY	bhojagendramohanta@gmail.com	9178695139
3	ASHIT NAIK	MALE	B.E. / B.TECH	EE	GOVERNMENT COLLEGE OF ENGINEERING , KEONJHAR	ashitnaik678@gmail.com	7008825092
4	SAURAV ABHISEK MISHRA	MALE	B.E. / B.TECH	EE	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	saurav18.engg@gmail.com	8249492317
5	RAJ KUMAR SAHU	MALE	B.E. / B.TECH	EEE	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	rajkumarsahu5995@gmail.com	7978043127
6	SASWAT RATH	MALE	B.E. / B.TECH	EE	PARALA MAHARAJA ENGINEERING COLLEGE	saswatrath63@gmail.com	8328005417
7	PHILIP KUMAR MARNDI	MALE	B.E. / B.TECH	EE	PARALA MAHARAJA ENGINEERING COLLEGE	philipmarndi2256@gmail.com	8457958003
8	RAKESH SATAPATHY	MALE	B.E. / B.TECH	EE	TRIDENT ACADEMY OF TECHNOLOGY	rakeshsatapathy49@gmail.com	8117881539
9	SHIVANANDA DASH	MALE	B.E. / B.TECH	EEE	TRIDENT ACADEMY OF TECHNOLOGY	shivanandadash.in1in1@gmail.com	9040894052
10	UTKARSH SINGH	MALE	B.E. / B.TECH	MECH	TRIDENT ACADEMY OF TECHNOLOGY	utkarsh75ec@gmail.com	8210817742
11	BIKASH JHANKAR	MALE	B.E. / B.TECH	MECH	TRIDENT ACADEMY OF TECHNOLOGY	bikkyjhankar3636@gmail.com	9938993044

Candidates need to carry the following documents for joining:

- Seven colored passport size photographs
- Photostat copies of Aadhar Card, Pan Card.
- Photostat copies of school passing certificate (showing date of birth) and all educational qualification certificates.
- Medical Fitness Certificate.
- Experience Certificate (if any)
- Relieving Letter and Increment Letter (if any)
- Appointment Letter of previous company (if any)
- Bank statement last 6 months.
- Salary Slip last 3 months. (if any)
- 1 Original Document
- Cheque

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Note:

- The recruiting company has already share the Joining information with the selected candidates.

If you need any further explanation please let us know.

Regards,

Souvik Banerjee| NextGen Ventures
Executive
Mobile: +91 7595095105

CORPORATE OFFICE (Kolkata):
Module No. 332, 2nd Floor, SDF Building. Block EP & GP, Sector-V,
Salt Lake Electronics Complex. Kolkata. West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

www.nextgenventures.in | Connect to us at FACEBOOK & LINKEDIN

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Trident Group of Institutions <trplacement@gmail.com> Wed, Apr 12, 2023 at 4:59 PM
To: rakeshsatapathy49@gmail.com, shivanandadash.m1m1@gmail.com, utkarsh75so@gmail.com, bickykumar3636@gmail.com
Cc: Trident Placement <trplacement@tat.ac.in>, Trident Group Training <training@tat.ac.in>

Dear Students,

Please find the **Joining Related Information** for the Recruitment Drive of **Muvro Technologies.**

Course/Streams: B.E./B.Tech – Mechanical, Electrical - EE & EEE
Batch: 2023 passing out batch

Date of Joining :- 24/04/2023
Company Name:-Muvro Technologies Pvt Ltd.
Place of joining:- Plot No-1195, Main Road Morta, Near Shiv Mandir, Morta Bus Stand, Morta, Ghaziabad, Uttar Pradesh - 201003, INDIA
Report to :- HOD
General Office Timing:- 9 am to 6 pm

List Of Selected Candidates:

SL.NO	CANDIDATE NAME	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ID	CONTACT NO.
1	RAKESH SATAPATHY	MALE	B.E. / B.TECH	EE	TRIDENT ACADEMY OF TECHNOLOGY	rakeshsatapathy49@gmail.com	8117881539
2	SHIVANANDA DASH	MALE	B.E. / B.TECH	EEE	TRIDENT ACADEMY OF TECHNOLOGY	shivanandadash.m1m1@gmail.com	9040894082
3	UTKARSH SINGH	MALE	B.E. / B.TECH	MECH	TRIDENT ACADEMY OF TECHNOLOGY	utkarsh75so@gmail.com	8210617742
4	BIKASH JHANKAR	MALE	B.E. / B.TECH	MECH	TRIDENT ACADEMY OF TECHNOLOGY	bickykumar3636@gmail.com	9938993044

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[Quoted text hidden]

--
Thanks & Regards,

Biplab Kumar Patra
Placement Officer
Bhubaneswar
C: 07894123941

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PERSISTENT NETWORKS PVT. LTD.

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System Integration I Technical Staffing & Payroll I FMS

7328842891
http://psnpl.in
admin@psnpl.in

Date. 23rd August, 2023

Offer of Employment

Name: - Mr.Saket Kashyap
Address: - Beside Rajohari Sanskrit School
HB Road, Lohra Kocha, Ranchi,
Jharkhand, Pin. 834001

Dear Mr.Saket Kashyap

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you as **"Alliance Executive"** with Persistent Networks Pvt. Ltd. Your location of reporting is **"Bhubaneswar, Khurda"** and your employment with the Company shall commence on or before **"1st Sept. 2023"**.

Your **CTC** (Cost to the Company) will be Rs.3, 50, 000/- per annum. The compensation detailed sheet is attached in Annexure-A.

Performance Linked Incentive (PLI) is linked to Company performance, Unit / Department performance, and your individual performance in the Company. You are not eligible for any PLI during the probation period and the same shall be applicable after successful completion of the probation period and Confirmation.

To be eligible for the payment of PLI for a given period, you should be in the role of the Company on the last working day of the period under consideration and on the day of payment.

The terms & conditions of our Offer of Employment to you are as follows:

1. **Position:** - As per the offer letter your designation will be **"Alliance Executive"** and will report to the Dept. Head of the concerned Dept where you were deployed.
2. **Probationary Period and Confirmation as a Permanent Employee:** -You will be on probation for a period of three months from the date of joining the company and may be confirmed as a permanent employee upon successful completion of your probation. Please note that as per Company policy, the employee would be confirmed on the 1st day of the month succeeding the month of completion of probation of three months from the date of joining the Company or after the period of probation, whichever is later. In addition to your performance during the Probationary Period, your confirmation as a permanent employee is subject to your submitting the requisite documents as required by the Company.
3. **Compensation:** You will be paid a total monthly CTC (Cost to Company) as mentioned in the enclosed salary structure (Annexure A).

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3.1. You will be entitled to the benefit of PF / ESIC as per existing Statutory / Company rules. The management reserves the right to restructure or change your remuneration break-up at any timeat its sole discretion; in such case, your existing gross salary would be protected.

3.2. You will be entitled to become a member of the P.F. scheme, which is governed under the Employees Provident Fund Act, of 1952. The current rate of contribution is 12% of the basic salary per month and an equal contribution will be made by the company, which will be part of CTC emoluments.

4. **Working Hours:** Your duty hours will be regulated as per project requirements and Company Policy which is subject to modification from time to time purely at the discretion of the Company.
5. **Leave and Holiday:** You shall be entitled to avail leave and holidays applicable to you as per the Company Policy in force and/or which may be revised from time to time. Any leave taken in excess of this would be treated as leave without pay. Leave will have to bepre-approved by your reporting / approving manager. However; in case of emergency requirements of the Company, the employees need to be present including on days ofnational and other Company holidays.

   The Company provides two types of leave, i.e., Annual Leave and Medical Leave. You shall be eligible for 12 working days of annual leave and 8 days of medical leave annually. Annual leave shall be credited on a monthly basis for utilization or accumulation.

   During the probation period, no leave will be allowed, however, in case of exigency proportionate advance leave shall be provided which shall be adjusted against the accumulated leave post-confirmation.

6. **Attendance:** If you remain absent for eight consecutive days without prior permission inwriting or if you proceed on leave without sanction or over-stay the sanctioned leave for eight consecutive days without first getting it sanctioned, from your reporting / approving manager, your services shall automatically come to an end and it will be presumed that you have been absconded from the employment. Under such circumstances, the Company will terminate your services without any notice or intimation.

7. **Training & Development:** - Upliftment of personal skill and knowledge is highly essential for an individual. To support this Persistent Networks Pvt. Ltd has taken the initiative to facilitate various Training and Skill development programs for its employees in association with multiple OEMs and training partners across the globe at its own cost.
8. **Place of Posting and Transfer:** Your place of work would be **"Bhubaneswar"**. During your employment with the Company, you may be posted/ transferred to any of the Branches / Offices of the Company which is existing or to beset up at any other location in the future.
9. **Notice Period:** During probation, your services can be terminated with one month's notice or salary thereof on either side. On confirmation as a regular employee, you will be required to give Two months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion. The notice period would become effective from the date of receipt of the

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letter of resignation. During the notice, the period employee will not be entitled to take any leave even if approved before the submissionof the resignation letter. An employee who leaves the company without serving the notice period shall be treated as uninformed preparations. Hence, no reliving process would be done for the employee, and salary due if any shall be forfeited.

10. **Termination:** In the case of breach of contract the Company is entitled to terminate your services at any time without prior notice and salary in lieu thereof. Notwithstanding anything contained herein, in case you are found guilty of misconduct, including but not limited to dishonesty, disobedience, insubordination, disorderly behavior, negligence, indiscipline, or any

other conduct considered by the Company to be detrimental to the Company's interests, or clients' interest or violation of one or more terms of this letter agreement, your services may be terminated with immediate effect, by notice in writing (without salary in lieu of notice). Upon termination of your employment for whatever reason, the Company shall not be obliged to make any further payment to you beyond the amount of any sums actually accrued on the date of termination and unpaid and the Company shall be entitled to offset and deduct from any such sums all and any amounts from time to time owing by you to the Company.

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

Your compensation details including this letter are personal and strictly confidential only to you. This should not be shared or disclosed with any person other than your reporting manager and HR either before or during your employment or after your employment withthe Company.

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

12. **Property:** You will be responsible for safeguarding and returns of assets of the Company in good condition, which may be given to you for official use. If in your custody or you are in charge of any assets. You shall be responsible for the safety and thecompany will be at liberty to recover the loss or damage from your salary or dues.

13. **Modification:** The Company reserves its right to amend or modify the terms of thisletter from time to time without any prior notice to you.

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7328842891
http://psnpl.in
admin@psnpl.in

Annexure - A

COMPENSATION DETAILS		
Name		Mr. Saket Kashyap
Designation		Alliance Executive
COMPONENTS	Proposed salary Break up (P.M) (Rs.)	Proposed salary Break up (P.A) (Rs.)
Basic	10,400.00	124,800.00
HRA	4,160.00	49,920.00
Conveyance Allowance	1,600.00	19,200.00
Other Allowances	2,710.00	32,520.00
Gross Salary - A	**18,870.00**	**226,440.00**
ER contribution to PF	1,352.00	16,224.00
ER contribution to ESIC	613.00	7,356.00
Sub Total -B	**1,965.00**	**23,580.00**
Fixed CTC (A + B)	**20,835.00**	**250,020.00**
Reimbursement	-	-
Performance Linked Incentive		100,000.00
Sub Total - C		100,000.00
Total CTC (A+B+C)		**350,020.00**
Deductions		
EE Contribution to PF	1,248.00	14,976.00
EE Contribution to ESIC	142.00	1,704.00
Professional Tax	125.00	1,500.00
Total Deduction D	**1,515.00**	**18,180.00**
Net Salary (A-D)	**17,355.00**	**208,260.00**

Note:- All the calculations are in Indian rupees.

Deductions will be made from the monthly salary as per applicable laws of EPF, ESI, PT & Income Tax Act.

Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

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7328842891

http://psnpl.in

admin@psnpl.in

Please sign and return the duplicate copy of the letter indicating your acceptance for the above terms and conditions along with the Salary Annexure.

Thanking You.

For Persistent Networks Pvt Ltd

Manager HR

ACCEPTANCE OF APPOINTMENT

Read and accept the Policy, Terms & Conditions of Employment

Employee Name: _____

Employee Signature: _____

Date: _____

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Trident Academy of Technology
Bhubaneswar-751024

RayMedis

Ref No: RAY/HR/10/28

Date: 12 Nov 2022

To

Dear Akash Kumar

We are pleased to offer you an employment as a full-time regular employee with Raymedis Technologies.

The employment has been structured as under

- Remote Internship
  - Period : 14th Nov, 2022 ~ 7 Sem finish
  - Role : Intern
  - Per day : 3~4 hrs
  - Stipend : 5,000 per month.
- Onsite Internship
  - Period I : After 7th Sem exams done ~ 31st March, 2023
  - Role : Intern
  - Stipend : 25,000/per month.
  - In-hand : 15,000 / per month. (balance will be held till joining and paid as joining bonus)
  - Period II : 1st April ~ Till graduation is done
  - Stipend : 30,000/per month
  - In-hand : 20,000/ per month (balance will be held till joining and paid as joining bonus)
- Full-time Job
  - Period : Begin after graduation Exam.
  - Role : Associate Software Engineer
  - Remuneration : Annexure A
  - Minimum Service Agreement : 1.5 years
  - Probation Period : Waived, if internship is satisfactorily completed
  - Joining Bonus : 60,000 (Period I (30,000) + Period II (30,000))

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By signing this agreement, you confirm to the company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties to the company.

- Raymedis Medical Technologies rewards meritocracy. There will be a 360-degree performance appraisal every year and employees will be ranked based on their actual vs. expected performance. Suitable performance linked bonus will be declared based on the performance of the company and the individual.
- In the event of non-performance during the probation period, the company reserves the right to extend the probation period.
- The company follows a zero-tolerance policy towards financial irregularities, sexual harassment and disciplinary issues. In the event of any such proven incidents, the company reserves the right to terminate your services without any notice or pay in lieu thereof.

- You will receive paid holidays per year in accordance with the company's published schedule. You will begin to accrue vacation time upon your date of hire at the rate and as determined by the human resource policy.

- All design details, documents (both printed and electronic copies) pertaining to projects, solutions and products of Raymedis Technologies are treated as proprietary information of Raymedis Medical Technologies. By signing this letter, you agree to keep proprietary information of Raymedis Technologies confidential. You also agree not to be involved in any part-time/consultative role in the related technical and functional areas for any other company during your tenure in Raymedis Medical Technologies.

- In case of termination of employment by the company for other than disciplinary actions, the company will give 30 days prior notice to the employee. During the internship period and thereafter the employee needs to give at-least 90 days' notice to the company so that the work can be transitioned out.

- The company will spend a lot of time and money in your training. In the event of leaving the company within the service agreement period, you will have to pay a sum of Rs. 50,000 to the company

- This letter agreement constitutes the complete agreement between you and the company and will supersede any prior agreements or understanding (whether written, verbal or implied) between you and the company. Disputes in case of any will be filed in the High Court of Telengana located in Hyderabad only.

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We believe that you can make a significant contribution to the company and be a valuable addition to our staff. We invite you to accept employment with Raymedis Technologies on the terms set forth in this letter. You may indicate your agreement by

signing and dating both the enclosed duplicate original of this letter or by sending us an e-mail confirmation.
Raymedis Medical Technologies team wishes you a productive and rewarding career ahead and looks forward to working with you.

Compensation Details

Annexure A

Description	Annual (In Rs.)
Basic Salary	2,50,000
HRA	60,000
Conveyance	50,000
Medical Allowance	40,000
Annual Bonus	40,000
Performance Bonus	60,000
Total	**5,00,000**

For Raymedis

For Candidate

Ranganath Varma

CEO – Raymedis Medical Technologies

Akash Kumar

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Trident Academy of Technology
Bhubaneswar-751024

SEL

Date: 29 March 2023

To
Mr. ABHISEK MOHANTY
Course: B.E. / B.TECH
Branch: MECHANICAL
Institute / College: TRIDENT ACADEMY OF TECHNOLOGY
E-mail ID: abhisekmohanty221@gmail.com
Contact No.: 6371496346

Sub: Letter of Intent for Trainee position as "GET".

Dear Mr. ABHISEK MOHANTY

This has reference to the Campus Interview held at "Trident Academy of Technology, Bhubaneswar" on dated "17-02-2023". Subsequent to the campus interview and based on the recommendations of the Selection Committee, we are pleased to offer you the position of **"Graduate Engineer Trainee"** in our group.

Your services will be governed by the following terms & conditions:-

1. **OUR VALUE SYSTEM AND CULTURE:**
We value **COMPETENCE, PERFORMANCE, DISCIPLINE** AND **INTEGRITY** before anything else and that constitutes the foundation of this offer.

We work in an atmosphere of trust and understanding and go beyond our area of responsibility. You are accountable first to yourself and then to your superiors. YOU CONTRIBUTE TO GROW OUR BUSINESS AND YOU GROW WITH THE GROWTH OF THE COMPANY.

2. **PLACE OF POSTING:**
Your posting will be at Shyam Metalics and Energy Ltd (Sambalpur Works), Vill:- Pandolai, Post:- Lapanga, PS:- Rengali, Dist :- Sambalpur, Odisha , 768212.

3. **EFFECTIVE DATE OF JOINING:**
You are required to join after completion of your "8th" Semester and successful pass out in the said examination.

4. **TRAINING PERIOD:**
You shall be on Training for a period of ONE year from the date of joining, which may be further extended at the discretion of the management. After the completion of Training period, you will be confirmed as **"Assistant Engineer"** subject to your satisfactory performance.

5. **STIPEND:**
During the period of Training, you will be paid with a [illegible]thly Stipend of **Rs. 17000/- (Seventeen Thousand)** only. However, fooding, lodging and conveyance charges will be deducted if you opt to stay in company provided Guesthouse and use company provided conveyance facility.

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SHYAM METALICS

SHYAM METALICS AND ENERGY LIMITED
Trinity Tower, 7th Floor, 83, Topsia Road, Kolkata - 700 046 (India)
+91 33 4016 4001 +91 33 4016 4025 sel.tmt@shyamgroup.com
CIN: U40101WB2002PLC095491 | GSTIN: 19AAHCS5842A2ZD

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6. **LEAVE:**
You Leave Entitlement will be in accordance with the Company's rules in force from time to time.

7. **FUTURE TRANSFERS:**
At present we are posting you at our Sambalpur Plant, It is understood and agreed upon that your services based on job / business requirements are liable to be transferred to any of our other offices / units / companies / associate companies, whether in existence or planned in future, in India and abroad at our sole discretion, post confirmation.

8. **GENERAL RULES AND REGULATIONS:**
You will be governed by the various rules and regulations / service conditions framed by the company from time to time.

9. **DOCUMENTS ON JOINING:**
Please produce photocopy of the following documents on the day of your joining:

- Educational Testimonials starting from 10th to B.Tech / Diploma
- Photocopy of Aadhar Card.
- Photocopy of Bank Passbook / Canceled Cheque
- Passport size photographs (3 Copies)
- PAN Card (Photocopy).
- Fitness Certificate and Covid-19 Vaccination certificate

You are required to bring the Originals of all the above certificates, which will be returned to you on the same day after verification.

We are confident that your knowledge, skills and ability would prove to be among our most valuable assets.

Kindly confirm your acceptance of the duplicate copy of this letter and send it to us.

Yours cordially,

For **Shyam Metalics and Energy Ltd (Sambalpur Works)**

Authorized Signatory
HR Department

I am interested to join your Company

Thank you

Abhisek Mohanty

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SilverSky Technology
628, Iscon Emporio, Near. Jodhpur cross road, Ahmedabad-380015

(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

Silver sky Technology

OFFER LETTER

To,

Himanshu Keshri,
Bhubaneswar.

We are pleased to appoint you as a "Trainee Software Engineer" in our organization, effective from 1st March 2023, on the following terms and conditions.

The terms and conditions, which form the basis of our mutual relationship, which we feel confident will be mutually beneficial and long-lasting, are contained in subsequent paragraphs.

1. Your remuneration will be Rs. 15,000 per month during the training period. You will be under a training period of 6 months from the date of joining. After completion of training, your salary will be revised and your salary will be Rs. 24,000 per month. The estimated date of your 2nd increment will be 12 months from the last increment date.

2. The company reserves the right to alter or modify its working hours.

3. Other Benefits: As per Company policy.

4. Notice Period to be given on Resignation / Termination of Service. In the event of your resignation, you will be required to give 60 days' notice to ensure smooth transition/handover of duties without loss to the Company. In cases where adequate notice is not given, salary for the shortfall period will be deducted while carrying out the full and final clearance. The Company may terminate the services of an individual without assigning any reasons.

Provided, however, in the event of your unauthorized absence from duties, it is established, or if the management had bonafide reasons to believe that you have no intentions to resume duties, the administration would have the right to terminate your services if the number of absent days is more than 10.

5. Commitments: It should be clear to you that there are no other commitments made by the Company in terms of your compensation or otherwise, other than what is mentioned in the appointment letter.

6. Income Tax Liability: The Income Tax liability with regards to your salary and perks will be your liability and will be governed by the country's tax laws as applicable from time to time.

7. Service Rules and Regulations: During your employment with the Company, you will be governed by the service rules and regulations of the Company in force or as introduced or amended from time to time. You will also be governed by the Company's policies and rules regarding leave, Bonus, Misconduct, Indiscipline, or/and other matters. Rules and Regulations of the Company are available in the office of the undersigned.

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SilverSky Technology
628, Iscon Emporio, Near. Jodhpur cross road, Ahmedabad-380015

(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

8. Professional Ethics: You are required to deal with the Company's money, material, and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

9. Safe Custody of Company Material: You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The Company reserves the right to deduct the cost of such articles from your dues or take such actions as may be deemed proper, in the event of failure to account for such property, to our satisfaction.

10. Confidentiality of Information: You are expected not to disclose any information regarding Confidential data, reports, technology, expertise, R&D activities, or any business plans to anyone, as this would impair the competitive position of SilverSky Technology. If it is established that the above-said information is passed on in any manner to anyone (unauthorized person in the premises or outside the premises) during the employment, the Company would be free to terminate your services without assigning any reason and without any compensation thereof as also would be free to recover damages from you, if any.

11. Confidentiality of Salary Information:

a) Your salary package is based on, besides your overall experience level in the IT Industry, your educational qualifications and the experience and knowledge level assessed at the time of selection, particularly in the skill sets relevant. Therefore, the salary package offered to you is peculiar and personal. Any comparison of the same with the salary packages of other employees, based purely on the total experience level in the IT Industry, maybe unrealistic, misleading and invidious.

b) You are required to strictly maintain the secrecy of and ensure that you do not disclose or communicate in any manner any information regarding your remuneration/terms of employment to any other employee of the Company except to your immediate superior/ Head of the HR Dept. of the Company.

c) Similarly, when deputed to work/interact at the client site, you are expected to maintain complete confidentiality regarding your salary packages. You are expected not to discuss or disclose the same to any member of the client staff in the interest of preserving and promoting good and ethical functional business relations with our clients.

12. Full-Time Employment: You are required not to engage yourself in any other gainful or commercial employment, business, or activity part-time or full-time, directly, indirectly, or simultaneously, as long as you are employed with SilverSky Technology. Nor engage yourself directly or indirectly, in any other profitable business connected with the dealings or activities of the Company in any way. Any action to the contrary would render your services liable for termination, notwithstanding any other conditions in the appointment letter.

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Trident Academy of Technology
Bhubaneswar-751024

SilverSky Technology
628, Iscon Emporio, Near. Jodhpur cross road, Ahmedabad-380015

(+91) 7575 025 614
info@silverskytechnology.com
http://www.silverskytechnology.com

13. Inventions / Innovations Rights: The Company reserves its right on any innovations/inventions/discoveries/products made/developed during your employment with the Company. You should not make any claims on the said innovations/discoveries, etc.

14. Place of Work: Although your initial place of work is nominated as Ahmedabad, you may, during your employment with the Company, be considered for employment at other Technology centers of the Company within India. Decisions for such transfers, which may be for a short duration or of a permanent nature, will depend on your suitability for the intended task and mutual agreement.

15. Deputation: While remaining permanently employed at Ahmedabad, you may be deputed to work at any one of the other centers/outlets of the Company, as and when considered necessary, solely at the discretion of the Management.

16. Veracity of Information Provided: You have engaged on the presumption that the particulars furnished by you in your resume or testimonials handed over by you are correct. If the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/canceled without any notice.

17. Personal Conduct: The Management shall be at liberty to terminate your service without any notice in the event of:

a) Insubordination, indiscipline, dishonesty, or negligence of duty.

b) You cannot attend to your duties effectively on account of prolonged ill-health.

18. During the investigation into such circumstances, you are liable to be suspended from duty without any wages or salary. Guidelines and Other Useful Information.

19. If an employee initially has joined as a trainee and failed to serve a bond duration with the firm, in this case, an employee is liable to pay a certain amount defined by the company as a training fee.

20. To enable you to perform your duties effectively, you are advised to pay particular attention to the following aspects listed in the Associate Handbook, a copy of which is available with the HR Dept. and your Manager:

a) Work ethics and Habits

b) Regularity and Punctuality

c) Attendance

21. Probation Period:
You will be on probation for three months after completion of the interview and shall continue to be so until and unless specifically communicated to you in writing. The probation period is extendible at the sole discretion of the Management.

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23. Commitment for the long term:
As a part of your commitment to the company for the duration of the internship + 12 months + notice period, you are requested to sign a notarized agreement or submit a cheque of 60,000 INR with the name "SilverSky Technology". If you have submitted a cheque you will be liable to get the cheques back only when you work with us for at least an internship period + 12 months + notice period.

Please sign the duplicate copy of this appointment letter and return to us as your acceptance of the appointment and terms/conditions contained herein. In the end, we feel proud to have a professional of your stature as a member of the SilverSky Technology family and wish you a long, productive and satisfying career at SilverSky Technology.

I accept the above terms and conditions of service.

Employee Signature:

Date:

For,

SilverSky Technology,

Authorized signatory

Mr. Jignesh Mayani , CEO.

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Bhubaneswar-751024

Date: - February 28, 2023

To Ipsita Panda,
Bangalore.

Subject: Letter of Intent for Training & Employment Details

Dear Ipsita,

Congratulations!!

With Reference to the interviews conducted by **SmartSoC Solutions Pvt Ltd**., we are pleased to inform you that you have been selected and extend the letter of intent reflecting employment with our organization as **Trainee Engineer.**

You are requested to join us from **June 2023**. Your joining would be subject to agreeing and accepting of Training agreement and pre joining requirements as applicable.

Your annual CTC from the date of joining as a fulltime employee will be **INR Rs. 6,00,000/- (Rupees Six Lakh Only)**. The breakup of the same will be as given in the Appointment Letter. Tax will be applicable as per the prevalent Income Tax Rules.

The details pertaining to your remuneration are confidential and may strictly be treated as such.

Further details like the venue, date, etc., for training will be notified in due course of time with sufficient time for preparation.

If you have any other queries, please feel free to contact the HR team.
E-mail ID: hr@smartsocs.com

Our letter of intent reflects our belief that you have the ability, commitment, and desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of the company.

Note: - The above CTC mentioned would be applicable once converted to fulltime employment which would be based on the performance during the internship period.

We look forward to welcoming you at SmartSoC.

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Thank You,
For SmartSoC Solutions Pvt. Ltd.,

Asish Mishra
Asish Mishra
Human Resource

I accept the letter of Intent for the position of Trainee Engineer.
Ipsita Panda.

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sopra steria

Sopra Steria (India) Limited
Seaview Special Economic Zone, Building 4
Plot No. 20 & 21, Sector - 135
Gautam Buddh Nagar, Noida (U.P.) – 201304, India
T. +91 120 302 1330
www.soprasteria.in

Subject: Letter of Intent

Dear Piyush,

Congratulations!

With reference to your interview with us, we are pleased to inform you that you have been selected for an employment with Steria (India) Limited, a part of Sopra Steria Group ("Sopra Steria" or "Company").

This is an indicative offer, and we expect to release the formal appointment letter upon your joining our organization subject to your acceptance of the terms of appointment and completion of prescribed formalities at the time of joining.

The brief terms of employment are mentioned below. The detailed terms and conditions document will form part of your Appointment letter.

1. Your job title will be **Engineer Trainee**.
2. Your compensation would be **INR 6,00,000** per annum. Break-up of the Annual Salary will be given to you in your Appointment Letter at the time of joining.
3. Your contractual base will be **Chennai** and your initial place of work will also be **Chennai**. However, the Company reserves the right to change your place of work to any location, within its Group companies, in India or Europe depending upon business requirements.
4. This Letter of Intent is valid subject to your degree qualification, course completion with minimum of 60% aggregate marks.
5. On joining, you will be required to execute a Bond of INR 2,00,000, along with a surety, to serve the Company for a minimum period of 36 months (exclusive of notice period, if any).

The Company reserves the right to change/modify/cancel the terms and conditions of employment, as it deems fit, including changes that may be required to comply with tax, employment and other legislation, or as a consequence of changes to administration procedures.

The company further reserves the right to conduct a third-party background verification on the information supplied by you during your selection process and if upon verification, at the time of appointment or at a later date, it is found that you have furnished wrong information, your services with the Company will be liable for termination.

The validity of this offer is subject to your joining us on or before **August'23**.

Please sign the duplicate copy of this Letter of Intent and return it to us as way of acknowledgement and acceptance of its terms.

We look forward to your joining our organization at the earliest.

Regards,

For **Sopra Steria (India) Limited**

Vimmi Chadha

Authorized Signatory

Accepted and Confirmed

Name: PIYUSH KUMAR PRUSTY Father's Name: PRADEEP KUMAR PRUSTY

Signature: Piyush Kumar Prusty Date : 30.09.2022

Contact Details: 7205130660

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Ref: 971614/2173619/ELTP **11-Sep-2023**

Ms. Monalisa Boitai
Bhubaneswar (Ors) - 751015
Mobile: 9861084846

Subject: Offer of Appointment

Dear **Ms. Monalisa Boitai**

It is our pleasure to welcome you once again to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.

2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**"(**ELITE**) will include physical classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration "Annual Total Cash Compensation" will be **INR 325000.00(Three Lakh Twenty Five Thousand).** Please refer **Annexure A** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following: -

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

7. You are required to sign a **service bond (Draft at Annexure I)** with our organization for a sum of **Indian Rupees 1,00,000/-** (**Rupees One Lakh Only**). As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. Your joining to Tech Mahindra will be subject to successful submission of all mandatory documents, failing which the company reserves the right to withdraw your employment offer. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/-** (**Rupees Fifteen Thousand Only**) towards travel & movement of baggage, initial hotel accommodation and deposit for

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residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.

8. Your employment with us will be governed by terms and conditions as specified in **Annexure B**.

9. You are required to join on **21-SEP-2023 and** report to **VIBIN UTHAPPA A H** at **9:00 AM** for Virtual Joining Process to complete the joining formalities. at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing., You are required to submit soft copies of the original documents as per **Annexure C** to the recruiter and HR Team respectively.

10. You are required to report to office the next day of completing virtual joining process for the training at the address mentioned above. The location of posting would be communicated to you upon successful completion of training.

11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.

12. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per **Annexure ?C**. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or within 72 hours of joining whichever is earlier the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.

13. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **18-SEP-2023.**

For Tech Mahindra Limited

R Krishna

Krishna Ramaswami
Head - Resource Management Group

Encl: **Annexure-A** (Salary Structure, **Annexure-B** Important / Indicative Terms & Conditions of Employment, **Annexure-C** Check List of Documents, **Annexure-D** Confidentiality Agreement, **Annexure-E** Medical Self Declaration, **Annexure F** Intellectual property Assignment, **Annexure-G** ?General Covenant, **Annexure - H** Acknowledgement, **Annexure I** Indemnity bond

Date:

Signature:
Monalisa Mohanty

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ANNEXURE - A

NAME	**Ms Monalisa Boitai**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	111397
HRA (@70% OF BASIC)	77978
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	13368
FLEXIBLE COMPONENTS OF TFP	27750
TOTAL FIXED PAY..... (A)	**278493**
TOTAL VARIABLE PAY (TVP)..... (B)	**30944**
ADDITIONAL BENEFITS..... (C)	**15563**
GRATUITY	5359
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	10204
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**325000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

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(Contd...)

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ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage**: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,

R Krishna

Krishna Ramaswami
Head - Resource Management Group

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ANNEXURE - B

1. **Terms and Conditions**

(a) **Code of Conduct.**
During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

(b) **Secrecy**
You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.
Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

(c) **Conflict of Interest**
Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

(d) **Non-Solicitation / Non-Compete**
You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company

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(e) **Exclusivity of Services, Publications, Gifts/Anti-bribery**

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.

(f) **Confidentiality / Non-Disclosure**

You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.

i) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.

ii) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

(g) **Mandatory Period of Service**

In consideration of impartation of training, you shall work in the Company at least for the mandatory period as mentioned below.

During such period of training (including on the job training) and Mandatory Period of Service of **24 (Twenty Four)** months from the date of your joining, you shall not leave, abandon or resign from the services of the Company. In the event of:

i) Yourself leaving, abandoning or resigning from the services of the Company

Or

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ii) Your services being terminated by the Company for nonperformance, breach of any of the terms & conditions of your service or for any other reason whatsoever,

During the above-mentioned period of training of 24 (twenty four) months of mandatory period of service from the date of your joining, you shall be liable to follow the terms and conditions mentioned in the Indemnity Bond. You are required to execute the Indemnity Bond on **INR 500 (Rupees Five Hundred)** Stamp Paper and submit the same at the time of joining.

2. **Assignments/Transfer/Deputation**

On completion of your training period, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests

3. **Termination of Employment**

i) **Training Period**: During the initial training period as mentioned in Offer letter, your performance would be closely monitored and if your performance is not as per the prescribed criteria, the Company reserves the right to terminate your services without notice.

ii) Either party can terminate this employment by serving a notice of **90 days** on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like refusal to accept any project allocated by the Company, refusal to relocate at other locations of the Company, refusal to work in shift, misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.

iii) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.

iv) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.

v) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.

vi) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

vii) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3** herein above on the grounds of misrepresentation of facts.

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viii) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.

ix) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is misstated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to forthwith terminate your employment as per the procedure mentioned in **Clause 3** herein above and/or revoke your appointment with The Company, without further reference in the matter.

x) The Company reserves the right to terminate your employment with immediate effect, without requiring to provide any notice period and/or salary in lieu of notice period, if The Company finds that any of the information you have provided to The Company is incomplete, false, inaccurate, misleading or you have omitted, concealed or misstated any information whatsoever, including without limitation, your previous employment and/or business activities. This offer of employment is released to you based on your declaration that you have not been convicted for any criminal offence in the past and no criminal action is pending against you before any competent court. In the event, The Company finds that the criminal declaration given by you is incorrect, then The Company shall be entitled to forthwith withdraw the offer of employment or terminate your employment with immediate effect without requiring to provide any notice period and/or salary in lieu of notice period.

4. **Statement of Facts**

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

(b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the

status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. **Company Policies**

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Prevention of Sexual Harassment (POSH) and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech

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Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. **Personal Indebtedness**

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. **Restraints**

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) **Destroying Papers & Material**

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) **Use of Company Resources**

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual user's activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored in your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

8. **Overseas Service Agreement**

As The Company will be spending substantial amount of time and money for your deputation overseas/at abroad, you

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may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. **Intellectual Property Rights**
You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arise out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit.
You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.
10. **Jurisdiction**
Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.
11. **Retirement**
Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.
Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.
12. **General**
The above terms and conditions including those in **Annexure - A** (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.
13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.
15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in **Annexure ?B** and I hereby accept and agree to abide by them.

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Name in full :

Signature :

Address :

Date :

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Place :

ANNEXURE - C - Checklist of Documents

A. Following documents required to be submitted in soft copies to the Recruiter for Background Verification within one week of receiving the offer or within 72 hours of joining whichever is earlier.

a) Tech Mahindra Application & BV Form

b) All educational certificates including

i) Class 10th 12th marksheets and passing certificate or qualifying exam marksheet and passing certificate.

ii) Graduation Degree / Certificate

iii) Post Graduation Degree / Certificate, if applicable

iv) Any other Degree/Certificates/Diploma which has been mentioned by you in your Resume

v) Gap Justification, if any

vi) PAN Card Copy

vii) Aadhaar Card Copy (Both Front & Back copy)

viii) Any other additional documents required for Customer specific checks

B. At the time of joining, you are requested to submit **soft copies of the folloing documents to the HR Team on or before your date of joining.**

(a) Certificates' supporting your educational qualifications along with marks sheets - **Three** copies each

- Xth Certificate & mark sheets
- XIIth Certificate & mark sheets
- Degree Certificate & Semester/year-wise mark sheets
- Master's Certificate & Semester/year-wise mark sheets
- Diploma/PG Diploma Certificate & Transcripts
- Any other Certificate with supporting documents ?if any

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(b) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed

(c) **Five** passport-sized color photographs with white background

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(d) **Valid Passport**

Please submit copy of the valid Passport (front and back pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.

(e) **PAN Card and Proof of PAN Number**

You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.

(f) **Aadhaar Card**

You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgment as issued by the authorities.

(g) **PF UAN Number:** You MUST provide your PF UAN Card copy or UAN Number, if issued earlier. If you don't have a UAN number or if your previous organization has not created a UAN then you need to create self UAN number on EPFO website and share the same on or before your joining date.

(h) **Indemnity Bond**

*Print only the first page of **Annexure I** on a Stamp Paper of **INR 500/-** and rest of the pages on plain white paper. Have one Surety (Blood relations i.e. father/mother/elder brother/sister with independent income only) sign at the designated space on the last page of the Bond. Tech Mahindra will have a Notary available on the day of joining at joining location to facilitate notarization of Bond. These services will be chargeable and payable directly to the Notary by you. Should you desire to get the Bond notarized on your own, you may do so. In case of non-availability of Notary at joining location, you will be guided by the Joining Team on further action.*

***Note:** -The Bond has to be notarized as on the date of joining. Please **DO NOT** get a pre-notarized bond.*

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer. Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification only.

Candidate's Declaration:

I _____hereby solemnly declare that I'll submit the required document as per the timelines mentioned above and I understand that if I fail to submit the required document within the stipulated time. I'll allow company to exercise its absolute discretion, to withdraw this Offer or terminate my employment with immediate effect, without any notice pay, by giving me a written notice thereof.

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Name in full :

Date :

Signature :

Place :

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ANNEXURE - D - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
4) I hereby agree that:
   - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
   - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
   - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
   - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
   - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited officials or the expressed written authorization of the third party owner.
   - Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited upon termination of my employment.
   - This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.

If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name :
Signature :
Date :

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ANNEXURE - E - Medical Self-Declaration

MEDICAL DECLARATION FORM			
Applicant ID *(To be filled by HR)*		Associate ID *(To be filled by HR)*	

First Name: Last Name:

Gender: Male / Female Date of birth (DD/MM/YYYY Blood Group

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12			

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months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? *(Please tick whichever applicable)*

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature: _____

Name: _____

Date: _____
(DD/MMM/YYYY)

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ANNEXURE - F - Intellectual Property Assignment

Associate Name:
Associate ID:
Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) **Intellectual Property Assignment**

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating of developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) **Restrictions after Termination**

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

_____

ACCEPTED

_____

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ANNEXURE - G -Agreement ? General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

   Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

   a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

   b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

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c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:** Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited .

7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the period of 12 months following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the 12 months period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.

b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate, (2) induce or solicit any

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associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration**: I understand and acknowledge that the wages, compensation,, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. **Damages and Remedies:** I acknowledge and agree that if violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in **Section 13** for the liquidated damages specified in **Section 6** above and (2) a violation of this Agreement is likely to cause severe and irreparable Cause injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. **Severability:** Each clause and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. **Entire Agreement**: This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered, or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited (together with their successors and assigns).

13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.

14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited for liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited would incur upon such breach.

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connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
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CIN L64200MH1986PLC041370

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20___

For and on Behalf Of
Tech Mahindra Limited

R Krishna

Krishna Ramaswami
Head - Resource Management Group

Signature

_____

(Monalisa Boitai)

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ANNEXURE - H - ACKNOWLEDGMENT

This acknowledgment shall be attached to and considered part of the employment agreement executed this date by and between Tech Mahindra Ltd "Company" and the **Ms. Monalisa Boitai** "Employee".

The Employee recognizes, understands and specifically agrees to the restrictive covenant contained in the foregoing agreement. The Employee further acknowledges that said restrictive covenant and the territorial limitations set forth therein is reasonable.

I understand that my employment with the Company is absolutely conditioned upon execution of this Acknowledgment and agreement. I have fully read, understood and agree to be bound by the attached agreement and this Acknowledgment. I, **Monalisa Boitai** hereby further acknowledge and confirm that I have read and understood the foregoing agreement. I understand that I have the right and the time to have this agreement reviewed by Advocate of my choice but has declined to do so.

IN WITNESS WHEREOF, and intending to be legally bound hereby, the Employee has set his or her hand on this ___day of _____ (month), _____ (year), and hereby acknowledges, understands and agrees to the above.

[Name & Signature]

Witness/ Notary Public: _____

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Annexure - I - INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at **<<Joining Location>>** on this **<< Joining Date>> day** of **<< Joining Month>> << Joining Year>>** by Mr. /Ms. /Mrs**. << Name >> age <<Age>>** S/o Mr**. <<Father's Name>>** a permanent resident of **<<Address>>** *hereinafter called "Employee" which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the first par

AND

Mr. **<<Name of Surety>>** age **<<Age>>** S/o Mr**.<< Father's Name of Surety>>** a permanent resident of **<< Surety Address>>** [hereinafter called **"Surety"** which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] the party of the second part,

IN FAVOUR OF Tech Mahindra Limited, a company incorporated under the Companies Act, 1956 and having its Corporate Office at Info city, Hi-tech City Layout Madhapur, Hyderabad 500081,India [hereinafter called **"Tech Mahindra"** which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors-in-interest and permitted assigns].

WHEREAS the **Employee** has been selected for appointment as _____ in the Band _____ in the service of Tech Mahindra.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already bee n issued to the **Employee** vide letter No _____dated _____ of **Tech Mahindra**.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to **Tech Mahindra** on _____ by the **employee.**

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of **twenty four (24)** months from the date of joining of the Employee and execute an indemnity with surety in favour of **Tech Mahindra**.

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NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which **Tech Mahindra** has agreed to give appointment to the Employee, the Employee **hereby** undertakes to undergo the Initial Training Programme as provided by **Tech Mahindra** without any interruption whatsoever and serve **Tech Mahindra**, on its various projects at any location, in India or abroad, for a minimum period of **twenty four (24)** months from the date of joining.

2. The **Employee** hereby undertakes to devote his/her full time and attention to the business of **Tech Mahindra** with due care, skill and diligence. The **Employee** further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of **Tech Mahindra**.

3. The **Employee** hereby undertakes to honor the commitment made by **Tech Mahindra** to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.

4. The party of the Second Part i.e. _____ agrees to stand as Surety for the due performance of the obligation of the **Employee** under this agreement of indemnity. **In case of breach of the terms of this indemnity by the Employee and** failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of **INR 100,000/- (Rupees One lakh only)** to **Tech Mahindra** with an interest at the rate as specified herein below, immediately on demand.

5. **The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR 100,000 (Rupees One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as INR 100,000 (Rupees One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.**

6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the **Employee** to continue in the service of **Tech Mahindra** for the aforesaid term of **twenty four (24)** months, and Tech Mahindra shall always have the right to take appropriate action against the **Employee** as per terms of the appointment letter and/or the rules and regulations of **Tech Mahindra** as applicable, in case of commission of any misconduct by the **Employee**.

7. The amount specified above shall constitute a debt owing to **Tech Mahindra** and shall be recoverable from the **Employee** and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

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IN WITNESS whereof, the EMPLOYEE & the SURETY have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond

Name of First Part: **Sig**:

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond

Name of Surety: **Sig**:

S/d by: -

1. WITNESS: _____
(Name)

NAME & ADDRESS:

2. WITNESS: _____
(Name)

NAME & ADDRESS

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Dated: 16-01-2023

To,
Ms. Ipsita Panda
Trident Group of Institutions

Dear Ipsita,

Congratulations! We are delighted to make you an offer as **Junior Engineer- Software** at our Bangalore office. Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **01.06.2023.**

Probation and Confirmation

You will be on probation for a period of 6 months from the date of your appointment. Upon completion of this period, based on a confirmation recommendation report, your services will be confirmed as a permanent employee.

Leave

You are entitled to 22 days of Leave in a Financial Year.

Compensation and Benefits

Your Total CTC will be **INR 360004/- per annum.** The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I

Notice Period

Termination of employment by either party shall be 90 days' notice period. You shall be relieved from the organization only on serving the 90 days' notice period. The notice period may not be offset by unused leave. However, the organization holds the right to relieve an employee before completion of the 90 days' notice period due to whatever reasons, in which case the employee has to buy out the un-served notice period days on a pro-rata basis equivalent to the employee's monthly gross salary. The final decision making of relieving lies with Head-HR.

During employment, at any point of time under certain circumstances the company shall have the right to terminate your appointment by giving 90 days' notice or salary in lieu of the same period. In such case, salary would include only monthly Basic plus HRA.

If your actions at any time constitute a serious breach of Technoforte's standards of behavior or there are any specific observations related to your work which are escalated then Technoforte may end this contract and terminate your employment immediately without any compensation.

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Background Checks

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

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

Other Terms and Conditions

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us.

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

As a token of your acceptance of this offer, please send us a duly signed duplicate copies of the letter and all the accompanying annexures.

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

Yours Sincerely,

Priti Sharma
Head – HR Department

DECLARATION

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

Signature: Date:

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Total Remuneration Work Sheet

Name	: **Ipsita Panda**
Position	: **Jr. Engineer – Software**
Date Of Joining	: **01.06.2023**
Location	: **Bangalore**

Your Compensation and Benefits package

(All Figures in Rupees)

	Monthly	Annual
Basic	15000	180000
HRA	4363	52356
Conveyance	3818	45812
Variable Allowance	2384	28608
Medical Allowance	1704	20452
Gross	**27269**	**327228**
Company Contribution of PF	1898	22776
Loyalty Allowance		10000
Total Cost to Company		**360004**

You are also entitled to the following additional benefits:
*Round the clock Personal Accident Insurance coverage of Rs.5,00,000 per annum
*Gratuity, on separation after 05 years of continuous service, payable as per Payment of Gratuity Act

* Group Medical Insurance coverage of Rs.1,00,000 per annum for employee, spouse & 02 children

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Bhubaneswar-751024

Trident Group Placements <trident.placement@tat.ac.in>

Fwd: Acknowledge the Letter of Intent

Priyanka Satapathy <priyankasatapathy7809@gmail.com> Tue, Sep 5, 2023 at 2:43 PM
To: trident.placement@tat.ac.in

---------- Forwarded message ---------
From: <eloh.fa.sender@workflow.mail.em2.cloud.oracle.com>
Date: Thu, Feb 9, 2023 at 6:56 PM
Subject: Acknowledge the Letter of Intent
To: <Priyankasatapathy7809@gmail.com>

Dear Priyanka Satapathy,

This is in reference to Campus Recruitment Drive held by Ascendion Engineering Private Limited and subsequent interview you had with us for the position of Talent Specialist in our organization to be based at Ascendion Engineering Private Limited Vadodara Office.

We are pleased to confirm that you have been shortlisted for the above position on terms and conditions mutually discussed and agreed upon. Your salary structure and allowances will be given with your offer letter as mutually agreed.

You shall join the services of the Company as per the joining date given in your offer letter. You will be under probation for 6 months from your date of joining. We shall appreciate your confirmation / acknowledgement to this communication on the portal. No response to this communication will be deemed as denial and will cause your candidature to be removed from the selection list. No further representation and/ or communication will be considered thereafter.

Regards,
Corporate Recruitment
Ph:(+91) 8141025603

Provide Additional Info

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Bhubaneswar-751024

An ISO 9001:2015 Certified Company
AVETI LEARNING PVT. LTD.
Corporate Office- 3rd Floor/301 Tower-A,O-HUB, Sez
Rd, Chandaka Industrial Estate,Bhubaneswar, Odisha 751024, India
PH: 9853804376,7894040614
CIN: U80904OR2017PTC026703
sushant@shikhya.org ; www.avetilearning.com

To
Mr. Abhisekh Mohapatra
Plot No – 599/6400, Samei Gadia,Rasulgarh
Near Shiva English Medium School, Bhubaneswar
Khordha,Orissa -751010

Date-17/07/2022

Sub: Offer to join as Business Development Executive at Aveti Learning Pvt. Ltd.

Dear Abhisekh,

We are pleased to extend an offer to you for the post of Business Development Executive at Aveti Learning Pvt Ltd.

Position:	Business Development Executive
Probation Period:	3 months
Compensation offered:	INR 12,000 per month. (TDS will be deducted as per norms.)

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company. If you have any question, please clarify from the undersigned.

With regards,
Sushant Kumar Mahapatra

Sushant Kumar

AVETI LEARNING PVT. LTD. BBSR

Director & Co-Founder
Aveti Learning Pvt. Ltd.

Acceptance:
I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this
document confidential.
Name: _____ Signature: _____
Address: _____ Date: _____

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Date: 23-02-2023

Bikash Patel,
At-Jhapatupali, Po- Mudghat
Dist-Bolangir, Odisha
767048

OFFER OF EMPLOYMENT

Dear Bikash,

On behalf of Berger Paints, we congratulate you for successfully completing our campus recruitment process and pleased to extend an offer to you for the position of **Senior Sales Officer Trainee (SSOT)** on the terms and conditions discussed mutually. We believe that your knowledge, skills and dedication would be an ideal fit for our team.

You will be under probation for a period of **one year**, and on successful completion of probation, will be absorbed in the regular non-management grade as **Senior Sales Officer (SSO)** of the Company.

You are requested to join our organization on **01-03-2023** at our **Kolkata, West Bengal** for initial orientation and induction, subsequent to which you shall be posted at any of the locations of the company as decided by the management.

Your CTC breakup are enclosed (Annexure – I), any guidance in reaching your reporting location or any logistical support, you may reach out to our Admin Coordinator (details are enclosed as Annexure – II) and list of documents are required in Annexure – III.

The formal letter of appointment will be issued to you at the time of your joining. Kindly accept the offer as a token of your acceptance of the offer.

We look forward to the prospect of a long and mutually rewarding professional relationship.

Yours faithfully,

FOR BERGER PAINTS INDIA LIMITED

(RANJAN BANERJEE)
GROUP HEAD – HR

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Annexure - I

SENIOR SALES OFFICER TRAINEE COMPENSATION – 2023

Name:	Bikash Patel	Grade:	SSOT
Location:	Kolkata, West Bengal	Function:	Retail

EMOLUMENTS	Per Month (Rs.)	Per Annum (Rs.)
FIXED SALARY AND ALLOWANCES		
Basic Salary	15,295	1,83,540
House Rent Allowance	1,600	19,200
Conveyance Allowance	1,600	19,200
Supplementary Allowance	1,000	12,000
Special Allowance	7,204	86,448
LTA (@ 1 month Basic Salary)	1,275	15,300
Medical (@ 1 month Basic Salary)	1,275	15,300
Total Monthly Rate (A)	**29,249**	**3,50,988**
BENEFITS		
Annual Bonus / Exgratia	1,400	16,800
Total (B)	**1,400**	**16,800**
RETIRALS		
PF (@12% of Basic Salary)	1,835	22,020
Gratuity (@4.81% of Basic Salary)	736	8,832
Total (C)	**2,571**	**30,852**
Fixed Salary (CTC) (A+B+C)	**33,220**	**3,98,640**
PERQUISITE		
Cell Phone Reimbursement	500	6,000
Total (D)	**500**	**6,000**
VARIABLE PAY		
Sales Incentive	20,833	2,50,000
Market Working Allowance*	7,560	90,720
Total (E)	**28,393**	**3,40,720**
RETENTION BONUS		
Retention Bonus**	4,167	50,000
Total (F)	**4,167**	**50,000**
Gross Salary (CTC) (Total of A+B+C+D+E+F)	**66,280**	**7,95,360**

NOTE:

1. Sales / Performance Incentive is a variable component and is calculated based on optimal performance of individual on certain value, volume, collection targets achieved on quarterly basis. The indicated figure is on a full year term, based on an assumption that you will earn 100% incentive. The actual pay out shall be based on achieved performance levels on specified performance parameters and is payable only if an individual is on the rolls of the company during the time of each pay out as per rules.
2. Additional benefits extended by the Company as per company policies are Group Mediclaim Insurance Coverage as per grade, applicable for self & Group Personal Accident Insurance Policy as per grade, applicable for self.
3. Leave entitlement in a year: As applicable in the factories / depots as per Company rules. Paid Leave entitlement in a year: 15 days contingency leave during the yearlong training period
4. *Market Working Allowance shall have two components, i.e. Basic & Excellence, each having separate criteria.
5. **This is a Onetime payout only and shall not be payable thereafter. Retention bonus is payable on completion of two years of employment.

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Annexure - II

Details of Admin Co-ordinator:

Location	Name of Admin Coordinator	Mobile Number	E-mail ID
Ahmedabad	Mr. Tushar Wani	9227254514	tusharwani@bergerindia.com
Bangalore	Mr. Keerthan Shetty	8970067068	keerthanshetty@bergerindia.com
Gurgaon	Mr. Amit Pant	8826986236	amitpant@bergerindia.com
Hyderabad	Mr. Safi Mohammad	9177615898	safimohammad@bergerindia.com
Jaipur	Mr. Ravi Sharma Mr. Abhishek Sharma	9214012115 9214012117	ravisharma@bergerindia.com
Jallandhar	Mr. Kamlesh Kumar	9216904505	kamleshkumar@bergerindia.com
Kochi	Mr. Benny	9995693525	bennysebastian@bergerindia.com
Lucknow	Mr. Sandip Kumar Tiwari	9105070002	sandiptiwari@bergerindia.com
Pune	Mr. Jagdish S	9225260246	jagdisha@bergerindia.com

Annexure – III

List of Documents required*:**

Personal Documents	Education	Statutory Forms	Work Experience (If Applicable)	Bank Account Details
Passport size Photograph Pan Card Aadhar Card Voter Id Card	10th Marksheet 12th Marksheet UG –Marksheet & Degree Certificate PG - Marksheet & Degree Certificate (If any)	Form 1 Form 11 Form 2 Form F Medical Form Comparative statement	Appointment Letter Last 2 months Pay slip. Experience Letter Relieving Letter	Cancelled Cheque** (Name Printed) / Passbook Front Page

****Cancel Cheque should have the candidate's name printed on it and the account should not be a Joint Account.**
***** Personal Documents, Educational Documents, Work Experience related Documents (if applicable) and Bank Account details need to upload on the Onboarding link received from Darwinbox HRMS portal via personal email ID and Statutory Forms need to be duly filled & Signed and carried the hard copies (original) on the day of Joining 01-Mar-2023, soft copy of the Statutory Forms will be available on Darwinbox portal.**

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Date : 04-Mar-2023

OFFER LETTER

Dear **Mr. Abhilipsa Mohanty**
Gandhi Institute For Technology(Gift),Autonomous

Bhubaneshwar Orissa

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation	:	**CEASEFIRE MANAGEMENT TRAINEE**
Date of Joining	:	**05-Jun-2023**
Functional Band	:	**Front Liner/Business Development**
Department	:	**Sales**
Division	:	**CSD**
Salary	:	**As Per Annexure 'A'**
Reporting Branch	:	**MUMBAI**
Location	:	**MUMBAI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **MUMBAI**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subect to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **05-Jun-2023** . Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company,the current offer may get withdrawn or location allocation may get changed in case of unavalibility of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

CEASEFIRE INDUSTRIES PRIVATE LIMITED
B1/ H1, 2nd Floor Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Ph. : 011-41846800 | response@ceasefire.in
www.ceasefire.in | SMS : Fire to 53030

Registered Office :
602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel.: 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108
Connect Service +91 9540 666 666 +91 1800 120 3473 +91 120 4223473

Annexure - A

NAME : **Abhilipsa Mohanty** DESIGNATION : **CEASEFIRE MANAGEMENT TRAINEE**

DIVISION : **CSD** DOJ : **05-Jun-2023**

Particulars		Amounts(Rs.)
	Fixed Component	
Basic		**21600**
Advance Statuary Bonus		**4004**
Sub Total A		**25604**
	Reimbursement	
Sub Total B		**0**
	Variable Component	
Monthly Performance Linked Reimbursement*		**5586**
Sub Total B1		**5586**
Gratuity****		**1039**
Sub Total C		**1039**
Total Salary Package (A+B+B1+C)		**32229**
Total Salary Package Per Annum		**386748**

Deductions	**Monthly TH**	**Annual TH**
Employee Welfare Trust	150	1800
Total	**150**	**1800**
Total TH	**31040**	**372480**

Additional Perks

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law.

With best wishes
For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

CEASEFIRE INDUSTRIES PRIVATE LIMITED
B1/ H1, 2nd Floor Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Ph. : 011-41846800 | response@ceasefire.in
www.ceasefire.in | SMS : Fire to 53030

Registered Office :
602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel.: 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108
Connect Services +91 9540 666 666 +91 1800 120 3473 +91 120 4223473

21/02/2023

Mr. Sourav PRASAD Das

souravprasaddas02@gmail.com

Dear Mr. Sourav Das ,

***Congratulations* on being selected for Exide Industries Limited.**

We are pleased to offer you the position of "**Sales Trainee** " for our Office, with a compensation package enclosed herewith.

The appointment is offered subject to verification of testimonials.

We would like you to join us on 01/04/2023 at the below-mentioned address.

6A, Hatibagan Road CIT Road, Entally Padmapukur, Kolkatta - 700 014

Please confirm through our career page your acceptance of the offer.

A formal letter of appointment will be sent to you upon joining of the organisation.

Yours faithfully,

EXIDE INDUSTRIES LIMITED

Pooja Chatterjee

Business HR East

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Exide Industires Limited
Exide House, 59E, Chowringhee Road, Kolkata 700 020
Ph: (033) 2283-2120/33/36/50 | Fax: (033) 2683-2637
www.exideindustries.com | CIN: L31402WB1947PLC014919

Encls: - Package offered

	Pay Offer	
Component	Monthly Components	Per Annum
Basic	22,000.00	264,000.00
HRA	9,000.00	108,000.00
Special Pay	1,400.00	16,800.00
Conveyance	3,250.00	39,000.00
Food Voucher	1,000.00	12,000.00
Fixed Other Pay**	3,300.00	39,600.00
Monthly Components (A)	**39,950.00**	**479,400.00**
LTA		22,000.00
Annual Components (B)		**22,000.00**
Company PF @ 12%	2,640.00	31,680.00
Gratuity @6.5%	1,430.00	17,160.00
Retirals Benefits (C)	**4,070.00**	**48,840.00**
Total Fixed(A+B+C)		550,240.00
Sales Incentive(YDI+)		320,000.00
Performance Pay (D)		**320,000.00**
CTC (A+B+C+D)		870,240.00

YDI+: Will be applicable only after six months of successful completion of the training period. Payable in every Quarter. A maximum sales incentive of ₹ 80000/- is applicable.
** You may exercise the option of joining our existing Superannuation Scheme. In that case, 15% of your Basic salary will be contributed to your Superannuation fund every month and you will not be eligible for "Fixed Other Pay".
In Addition,
Group hospitalisation Scheme for Self and Family, consisting of spouse and 2 children (upto the age of 25 years) @ Rs 300,000.00 /- p.a.
Group Accident Scheme for Self upto 40 months Basic. The benefits under this will depend on the nature and seriousness of the accident as per Workmen compensation Act.

You will be on probation for a period of six months during which your services will be liable to termination by one month's notice in writing on either side. On satisfactory completion of the probationary period, your service may be confirmed in writing and, on confirmation, you will be required to sign the standard Terms and Conditions of Service of the Company.

I hereby authorize Exide or a third party agent appointed by the company to contact my former employers as indicated above and carry out all background checks not restricted to education and employment deemed appropriate through this selection process. I authorize former employers, agencies, educational institutes etc. to release any information pertaining to my employment and release them from any liability in doing so. I shall keep the HR Department informed about any changes in the contact details or place of residence.
Mobile Reimbursement (subject to owning a mobile phone with post-paid connection, on submission of relevant bills) Rs 1,000.00 /-

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

GD Research Center

Strictly Private and Confidential

Date: 04 October 2022

To,
Ashutosh Pradhan
Hyderabad

Dear Ashutosh Pradhan,

Thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews and subsequent discussions with us, we are pleased to offer you a career at **GD Research Center Private Limited,** Hyderabad. Please accept our heartiest congratulations and a warm Welcome to the **GDRC** Family.

You would be designated as **Associate Analyst**. Your employment start date is **10-Oct-2022.** Your annual emoluments will be **Rs.385483 (Rupees Three Lakhs Eighty Five Thousand Four Hundred Eighty Three Only)** Total Cost to Company (CTC) basis. Please refer to **Annexure A** for the break-up.

You will be governed by the Company's Rules and Regulations in force from time to time and as applicable to you.

Terms and Conditions:-

1. **Working Hours:-**
   Your working hours will be regulated from time to time purely at the discretion of the management of the establishment to which you are attached. You should be flexible to work in shifts as per business needs.

2. Please note if the information and supporting documents provided by you, based on which this offer is being extended, is found to be incorrect or unauthentic, your services will be terminated with immediate effect, without any notice or notice pay.

3. You will devote whole time attention to the business of the company and will not be interested or engaged directly or indirectly in other trade or business or as principal agent or servant for any person, firm or company

4. Your employment is transferable to any of the group companies in India or abroad.

5. **Leaves :-**
   You shall be entitled to avail leave and other benefits applicable to you as per the company policy, in force and/or which may be revised from time to time. Leave of any type can be taken, in excess of this would be treated as leave without pay. Leave will have to be pre-approved by your manager. Refer to leave policy in the HR Handbook.

6. **Performance Appraisals :-**
   Your performance and promotion readiness will be assessed on the basis of your competency and skills, the results of your work, the value you contribute to successful project delivery and client development efforts, and your demonstrated stewardship and commitment to the Company.

   You will be eligible for a promotion and salary review assessment in the next appraisal cycle as per company policies. Your emoluments will be reviewed on an annual basis. Please note that eligibility for promotion assessment does not automatically qualify you for promotion but only makes you entitled to be evaluated for a possible selection to the next level.

7. **Probation and Notice Period:- (** depending on designation)
   Employees at the level of **Associate Analyst** will be on probation for a period of six months. During this time the notice period will be **Fifteen** days or salary in lieu thereof, as agreed and if approved by Director. On the completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof, as agreed and if approved by Director.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

8. **Provident Fund:-**
   You will be entitled to become a member of PF scheme, which is governed under the Employee Provident Fund Act, 1952.The current rate of contribution is 12% of basic per month (however, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance) and equal contribution will be made by the company, which will be a part of gross emoluments.

9. **Medical Scheme:-**
   You will be eligible to participate in Company's Group Medical & Term Life Insurance Policy as applicable to your category of employees.

10. **Gratuity:-**
    Applicable as per the Government Regulation.

11. **Income Tax:-**
    Income Tax will be deducted as applicable from your salary. You shall be responsible to the company for all Taxes and obligations. Company shall not be liable for any misstatement or declaration. Permanent Account Number (PAN) is mandatory.

12. **Customary Bonus:-**
    The Customary bonus will be payable in the month of your anniversary date and will be based on your prevailing CTC salary as of your anniversary date. This Bonus payment will be subject to prevailing customary bonus policy.

Please note that your compensation is confidential information. Under no circumstance you should divulge your compensation details to anybody within or outside the organisation, without written permission from the organisation. Any non-adherence to this clause will be constituted as indiscipline and could lead to action as per the HR policies of the organisation, including termination from the services of the organisation without any notice or notice pay.

Please ensure that by accepting this offer, you warrant that before your date of Joining with the company you will clear all the pending issues with your previous organisation and GDRC is not liable to make any payments in respect of the same. By accepting this offer, you also accept the terms and conditions of Non disclosure agreement and HR policies of the Company. The full terms and conditions of your employment are as detailed in the GD Research Center Private Limited staff manual which will be provided to you on your commencement date.

Please contact Human Resources (040-67426702) if you have any questions. In the meantime, we look forward to you commencing employment with us and hope that it proves to be the start of a long and successful working relationship.

By accepting this offer, you also hereby declare that you have never indulged in any criminal activity and convicted for any criminal or illegal activities. You also declare that there are no legal cases pending against you as on this date

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

GD Research Center

Annexure "A"

Date: 04 October 2022

Name: Ashutosh Pradhan
Designation: Associate Analyst

Compensation details with effect from **10-Oct-22** are as given below -

Component	Annual Gross (INR)	Monthly Gross(INR)	Particulars
Basic	114000	9500	Base Pay
HRA	95000	7917	House Rent Allowance (Tax exempted as per prevailing IT Act)
Medical allow/reimbursement	15000	1250	Tax exempted if used for domiciliary medical expenses as per prevailing IT Act.
Conveyance Allowance	19200	1600	Non taxable as per prevailing IT Act.
Provident Fund contribution 12%	21600	1800	Employer contribution towards Provident fund which is payable on Basic. However, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance.
Customary Bonus*	26600	2217	Annual Component & will be paid after completion of each full year of service as per company's Policy
Special Allowance**	66000	5500	This component will be treated as part of customized pool of allowance for tax computation under IT Act
Customized Allowance Pool**	22600	1883	
Gross Compensation	**380000**	**31667**	
Gratuity @ 4.81% on Base Salary	5483	457	Paid as per Gratuity Act.
TOTAL CTC	**385483**	**32124**	Cost to Company

**** Customary Bonus is a yearly fixed component and will be paid after completion of each full year of service as per company's policy.***

***** Special Allowance/Customized Allowance Pool***

You would be eligible for tax exemptions under the different components as per the rules determined by the Income Tax Authorities.

Component	Maximum Limit	Remarks
Meal Allowance(Optional, Will be adjusted against Special Allowance/Customized Allowance Pool)	26,400	Tax exempted, if opted for meal vouchers
Gift Coupons	5,000	Tax exempted If opted (Coupons will be issued at the end of each Financial Year)
Children Education Allowance	2400	Can be availed up to 2 Children

*** Special allowance/Customized allowance pool components which are opted are exempted as per the prevailing tax regulations and once opted they need to be continued for rest of the financial year.*

Yours sincerely

Praveen Kumar Chanda
Head - Human Resources, APAC

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Acceptance of offer

I understand and accept all the terms & conditions of employment mentioned in the 'Offer of Appointment'. I confirm that there have been no other commitment made during the hiring process other than those specified in the offer letter. (Example Salary Hike, Promotion, transport facility etc). Please clarify in case any such commitment was made during the offer process.

Candidate's Signature

Date:

Place:

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

IndiaMART InterMESH Ltd.
Assotech Business Cresterra, Plot No.22,
Tower 2, Floor No.6, Sector - 135, Noida,UP
Call Us: +91 - 9696969696
E: customercare@indiamart.com
Website: www.indiamart.com

Letter of Intent-Final Placement

Date: January 13, 2023

Dear Ashutosh Pradhan,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd.as follows:

Position-Executive–Client Servicing (FSF)
CTC- 4,00,000/-LPA
Location–Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely

Prerna Haleja



AVP-Human Resources

ATTESTED



Principal
Trident Academy of Technology
Bhubaneswar-751024

IndiaMART InterMESH Ltd.
Assotech Business Cresterra, Plot No.22,
Tower 2, Floor No.6, Sector - 135, Noida,UP
Call Us: +91 - 9696969696
E: customercare@indiamart.com
Website: www.indiamart.com

Documents required for issuing the offer letter

We request you to send the below listed documents at somya.mathur@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card*(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institutor Provisional Degree
9. Laptop Declaration Form

Note: LOI have been shared to you basis of information shared by you at the time of interview, however if any discrepancy found during the document check/joining offer stand void

Should you have any queries, please feel free to contact Ms. Somya Mathur@9889065631.

I accept the terms conditions of this offer

Ashutosh Pradhan
(Candidate's Signature)

Name and Date

Ashutosh Pradhan
15-01-2023

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ApMoSys
ISO 9001:2015 Certified Company

Date: 1-2-2023

Dear Ankit Kumar Nayak,

We are pleased to inform you that you are selected for the position of **"Trainee Software Engineer"** in ApMoSys Technologies Pvt. Ltd. at the CTC of Rupees **2,13,000 per annum.**

Your joining date will be **13th February, 2023**. You are requested to report at our Mahape, Navi Mumbai office on or before the given date at 10:30 AM at the below address.

B-505/506, Greenscape Technocity,
Next to Country Inn & Suites
Shil Phata Mahape Road,
Mahape, Navi Mumbai

You are requested to carry the following documents by the time of your joining.

1. Originals of education documents (for one year)

2. Copy of Aadhar card & Pan Card

3. Soft copy of passport size photograph

4. Cancelled cheque/Bank Passbook first page Xerox.

A letter with your salary break-up and other details will be provided to you during your joining along with your appointment letter.

Please feel free to call the undersigned in case of any query.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Thanks & Regards

Shruti Panhale

HR Executive

ApMoSys Technologies Pvt. Ltd

Argusoft India Ltd.

Argus

Sep 28, 2022

Letter of Intent to Offer

Dear Anurag Pradhan,

Please refer to the selection process that you underwent on campus and/or at our office in Gandhinagar. **Congratulations on clearing ArguSoft's selection process!** We are happy to extend this letter of intent to offer employment to you as a Programmer Analyst effective 3rdt July 2023. This offer is subject to the successful completion of the BE/BTech/MCA/MBA program that you are presently undergoing.

Upon joining you will be on probation for a period of six months (3rd July 2023 to 31st December 2023). During the probation period, you will be paid a composite amount of Rs.21,051.00 (Rupees Twenty one thousand fifty-one only) per month. Subsequently, upon confirmation, you shall receive an annual compensation package. The compensation package (Rs. 7.12 lacs) will be arrived at based on your performance during the training period. Applicable and statutory Central and State taxes will be deducted from the employee's gross earnings.

Please sign and return a copy of this letter to the address mentioned herein, by Sep 29, 2022 , as your acceptance of this offer.

We look forward to having you onboard with us in July 2023. In case you have any questions at all, please do not hesitate to contact us.

Sincerely,

For ArguSoft India Ltd.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Gmail

Trident Group Of Institution <trplacement@gmail.com>

FW: Letter of intent from Auxiliobits

2 messages

Santosh Jena | Axis Outsourcing <axis.santosh@gmail.com> Thu, Mar 2, 2023 at 2:38 PM
To: trplacement@gmail.com

From: Priyanka Jha [mailto:priyanka@auxiliobits.com]
Sent: 01 December 2022 11:44
To: mailme.ayashkant@gmail.com

Subject: Letter of intent from Auxiliobits

Dear Ayashkanta,

Greetings of the day..!!!

On behalf of Auxiliobits, I am happy to extend you a LOI for an internship cum regular employment. You will be required to join our Mohali office on Tuesday, 10th January, 2023 at 11:00 am sharp.

As part of this engagement you will be working as an RPA Trainee for initial six-months and paid a stipend of INR 12,000/- (Ten Thousand) per month. After successful completion of training you will continue as a full time employee subject to your performance feedback. Your designation will be RPA Developer. As a full time employee your salary will be INR 3 to 3.60 LPA and it will be based on your performance during the training period. Please bring personal dossiers (that includes your certificates, mark sheets, KYC documents etc.) with you on your first day to complete your on-boarding process.

Your leaves and other terms are based on the company policies.

We look forward to having you on board and wish you a successful career with us.

Please contact me in case of any queries.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Thanks

Priyanka Jha

HR Manager

Auxiliobits Tech Pvt Ltd

COZENTUS

REF.NO: COZENTUS/CORP/HR/12/03

15/Dec/2022

Garima Singh
PNB Colony, ELITE Tower Sonari
Jamshedpur, Jharkhand- 831011

Sub: Offer Letter

Dear Garima Singh,

We thank you for participating in our Campus Recruitment drive conducted between 13th December 2022 to 14th December 2022.

Our recruitment team was very excited to meet you and get to know about you during the process of campus recruitment. We are impressed with your performance on various evaluations rounds and would like to offer formally a position of **Software Engineer – Trainee** on the mutually agreed terms & conditions.

You are requested to join the services on **July 3rd, 2023,** at our Bhubaneswar Office.

At the time of your joining, you would be required to submit the following: -

a) Proof of Age.
b) Certified true copies of your education / professional qualifications.
c) One copy each of stamp size and passport size-coloured photographs.
d) Relieving / Resignation acceptance letter from your previous employer.
e) Experience certificates from all previous employers.
f) Last drawn salary slips from the previous employer.

Your Cost to Company (CTC) will be **₹ 4,50,000** (Four Lakhs and Fifty Thousand) refer to Annexure 1. Upon the successful completion of your training (6 months duration) and your readiness to work on the client projects your salary may be revised up to **₹ 6,00,000** (Six Lakhs) per annum.

In addition to your CTC company pays for Health Insurance Premium for a coverage of ₹ 2,00,000 (Two Lakhs Only) for you, your spouse, and dependent children below the age of 25.

On joining, you may please meet Ms. Priyanka Jain of Human Resources department for further instructions. On submission of your joining report, you will be issued a formal letter of appointment explaining terms and conditions, which will be binding on both the parties.

Please return the duplicate copy of this letter duly signed by you as a token of your acceptance.

Thanking you,

Yours faithfully,
For Cozentus Technologies Pvt. Ltd.

(Roma Mohapatra)
DGM – Human Capital

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Cozentus Technologies Pvt. Ltd.
3rd floor, Infinia Tower, Infocity
Bhubaneswar – 751024
www.cozentus.com
Email: info@cozentus.com
CIN:U72200OR2019PTC032011

COZENTUS

Annexure 1

Name: Garima Singh DOJ: July 3rd, 2023		
Components	**Yearly**	**Monthly**
Salary & Allowances (A)		
Basic	135000	11250
House Rent Allowance	54000	4500
Special Allowance	238306	19859
Performance Linked Incentive	0	
Total (A)	427306	**35609**
Statutory Components (B)		
Co's PF Contribution	16200	1350
ESI Contribution	0	0
Gratuity	6494	541
Total (B)	**22694**	**1891**
CTC (A+B)	**450000**	**37500**

Acknowledgment & Acceptance

I, Garima Singh have read and understood the above terms and conditions and hereby signify my acceptance to the same.

Signature: _____

Date: _____

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Cozentus Technologies Pvt. Ltd.
3rd floor, Infinia Tower, Infocity
Bhubaneswar – 751024
www.cozentus.com
Email: info@cozentus.com
CIN:U72200OR2019PTC032011

Cybrain SOFTWARE SOLUTIONS
www.cybersolutionindia.com

Cybrain Software Solutions Private Limited

An ISO 9001:2008 Certified Company

10/01/2023

Mr Kamal Nayan Swain
Trident Academy of Technology
Bhubaneswar

Dear Kamal,

Subject: Offer of Employment

We are pleased to offer you the position of **Software Engineer Trainee** in **Cybrain Software Solutions.** This is a full-time position. If you choose to accept this job, we would like you to start on or before the **1st March 2023**. The Company reserves the right to change your hours and duties, as it deems necessary.

Your Place of Joining will be Bengaluru. Location of the Job can be changed as per company requirement.

You will **undergo 6 months of Induction based Training**. During the training period, you will be paid INR 12,000/- per month for 6 months. **You will be under probation for a period of Six Months. Non-satisfactory performance during this period may lead to discontinuity of your Job.** After completion of the Successful Probation Period, you will be provided with 3 Lakh CTC in Year as a Salary Package. EPF & ESI remains part of CTC.

As Organization will be giving paid training to you, therefore you are required to sign an Employment bond of INR 50,000/- (Which shall be paid in terms of FDR or CTS Cheque), and this Agreement of Employment will be valid for a period of 24 months starting from the date of your appointment. In case of breach of agreement, the Company will have all rights to Cash the Cheque or FDR given by you.

If you are agreeing with the proposed terms and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it by **15th Jan 2023.**

Yours sincerely,

Anina Theodore

I, **Kamal Nayan Swain**, confirm that I have read the terms of employment set out in this letter and employment agreement, that I fully understand them and their implications and that I now accept the offer of employment.

Signed by:..... Date:.....

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Registered Office
VPO Bundla Tea Estate
Palampur, Distt Kangra,
H.P. 176061
Ph: 09418094582

Branch Office I
E - 48, Industrial Area
Phase VIII, SAS Nagar
Mohali, Punjab 160059
Ph: 0172-5053958, 4613958

Branch Office II
Vidmahe Enclave 135,IEHCS
Layout, Thindlu Main Road,
Bengaluru -97, Karnataka
Ph: 080-41131015

E-mail: info@cybrain.co.in, Website: www.cybersolutionindia.com

DEVELOPTECH

DevelopTech IT Solution Pvt. Ltd.
CIN:U72900CH2014PTC035103
#401, 4th floor Bestech Business tower
Sec 66, Mohali (Punjab), India
+91 9780131210

16/01/2023

MrBiswajeet Rout
Trident Academy of Technology
Bhubaneswar, Odisha

Dear Biswajeet,
Subject: Offer of Employment

We are pleased to offer you the position of **Software Engineer Trainee** in**Developtech IT Solutions.** This is a full-time position. If you choose to accept this job, we would like you to start on or before the **1st March 2023**. The Company reserves the right to change your hours and duties, as it deems necessary.

Your Place of Joining will be Chandigarh. Location of the Job can be changed as per company requirement.

You will **undergo 6 months of Induction based Training**. During the training period, you will be paid INR 12,000/- per month for 6 months. **You will be under probation for a period of Six Months. Non-satisfactory performance during this period may lead to discontinuity of your Job.** After completion of the Successful Probation Period, you will be provided with 3 Lakh CTC in Year as a Salary Package. EPF & ESI remains part of CTC.
As Organization will be giving paid training to you, therefore you are required to sign an Employment bond of INR 50,000/- (Which shall be paid in terms of FDR or CTS Cheque), and this Agreement of Employment will be valid for a period of 24 months starting from the date of your appointment. In case of breach of agreement, the Company will have all rights to Cash the Cheque or FDR given by you.

If you are agreeing with the proposed terms and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it by **30th Jan 2023.**

Yours sincerely,
Sumit
- - - - - - - - - - - - - - - - - - - -

I, **BiswajeetRout**, confirm that I have read the terms of employment set out in this letter and employment agreement, that I fully understand them and their implications and that I now accept the offer of employment.

ATTESTED

Signed by:..... **Date:**.....

Principal
Trident Academy of Technology
Bhubaneswar-751024

digit

BACKED BY FAIRFAX

PRIVATE AND CONFIDENTIAL

Date: 31 Oct 2022

Anil Mallick

OFFER LETTER

Dear Anil,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

1.1 You shall be appointed to the position of **Technical Trainee – Non-Motor Claims.**

1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 450,000/-** (Rupees Four Lac Fifty Thousand Only).

1.3 Your Gross Annual Compensation will include a performance-linked variable of **11.11%** subject to achievement of pre-defined targets.

1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.

1.5 The Trainee Program will be for a period of **1 year** from your date of joining.

1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.

1.7 Your employment with the Company is subject to:
(a) The accuracy of the testimonials and information provided by you; and,
(b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 workings days.

1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.

1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

This offer is being issued subject to successful verification of all your documents submitted. As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us. We are excited at the prospect of having you join us and look forward to a rewarding association.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

digit

BACKED BY FAIRFAX

Annexure A

Compensation Entitlement Sheet

	Monthly	**Annual**
Basic Salary	11,667	140,000
HRA	4,667	56,000
Education Allowance	200	2,400
LTA	972	11,662
Statutory Bonus	972	11,662
Special Allowance	12,495	149,942
Gross Salary	**30,972**	**371,666**
Employer Contributions		
EPF	1,800	21,600
ESI	0	0
Gratuity	561	6,734
Fixed Compensation	**33,333**	**400,000**
Variable Pay		**50000**
Annual Cost to Company		**450,000**

Deductions:

EPF	1,800	21,600
ESIC	0	0
PT Deduction	200	2,500
Net Pay	**28,972**	**347,566**

*TDS deduction is subject to taxable income.
** Variable pay shall be paid depending upon the performance of the employee and as per the company policies. Employee can earn up to 200% of the variable pay. Employee who has resigned or is serving his/her notice period, as on the date of payment, will not be eligible for payment of variable pay.
*** Eligibility for increment shall be depending upon the performance of the employee and as per company policies. Employee who has resigned or is serving his/her notice period will not be eligible for increment.

Sincerely,
For Go Digit General Insurance Limited

Amrit Jaidka Arora
CHRO

ATTESTED

Anil Mallick
Principal
Trident Academy of Technology
Bhubaneswar-751024

Gainwell Commosales Private Limited
(Formerly Tractors India Private Limited)
CIN : U74900WB2014PTC204347
Registered Office:
Godrej Waterside, Tower-II,
7th Floor, Unit No.-705,
Block-DP, Sector-V, Salt Lake,
Kolkata - 700091
Ph : (91) (33) 6644-2000
Fax : (91) (33) 6644-2009
Website : www.gainwellindia.com

SBN: RRD: LOI
June 15, 2023

Mr. Rashmi Ranjan Das
AT/PO - Pegarpara, Rajkanika
Kendrapara, Odisha-754227

OFFER LETTER

Dear Mr. Das,

This is in reference to the technical test and interview you had with us on **May 15, 2023**.

We are pleased to offer you a position in our Company as **Graduate Engineer Trainee** in our **Construction Solution** division on the following terms and conditions:

- Your training will commence from **July 17, 2023**. The duration of your training will be one year from the date of commencement. During the training period, you may be trained in any of our Subsidiary, Departments, Branch Offices or Works anywhere in India or abroad.
- Your emoluments will be subject to statutory or any other deduction as may be applicable. Your salary package for training period will be as per attached **Annexure**.
- On satisfactory completion of training period, the Company may offer you in writing, an employment in any of our Subsidiary, Departments, Branch Offices or Works anywhere in India on such terms and conditions as may be stipulated.
- Your such assignment may, however, be terminated prematurely by giving one months' notice period in writing or payment of one month's basic and house rent allowance, in lieu thereof (subject to organizational acceptance) by either side. The decisions of the management in this respect will be final and binding and management will not have any obligation to state any reason for such early termination.
- The offer will be valid subject to satisfactory scrutinising the authenticity of the documents submitted during the time of joining.

You are required to sign and return the duplicate copy of this letter to us as a token of your acceptance.

Yours faithfully,
For Gainwell Commosales Private Limited

Sujoy Banerjee
Group Chief People Officer & Group Head-Marketing

ATTESTED
Principal
Trident Academy of Technology
Bhubaneswar-751024

I accept the above terms & conditions and shall join on the date specified by the Company.

Signature:
Date:

Annexure

SALARY PACKAGE OF GRADUATE ENGINEER TRAINEE

	PER MONTH	PER ANNUM
GROSS COMPONENTS		
Basic	12,650	1,51,800
HRA	6,325	75,900
Training Allowance	12,650	1,51,800
GROSS SALARY	31,625	3,79,500
Provident Fund (Employer's Contribution)	1,800	21,600
ANNUAL GRAND TTL :	33,425	4,01,100

Additional Benefits

Lunch Reimbursement as per company policy
Mediclaim Insurance (Self) Rs. 2,00,000
Group Personal Accident (self) Rs. 5,00,000
Casual Leave @12 days p.a. (noncumulative)

Sujoy Banerjee

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

H.T. LOGICS PVT. LTD.

we design your imaginations

Date: January 16th, 2023

Ms. Nivedita Bala,
Trident Academy of Technology
Bhubaneswar

Dear Nivedita Bala,

Subject: Offer of Employment

We are pleased to offer you the position of **Software Engineer Trainee** in **HT LOGICS PVT. LTD.** This is a full-time position. If you choose to accept this job, we would like you to start on or before the **1st March 2023**. The Company reserves the right to change your hours and duties, as it deems necessary.

Your Place of Joining will be Chandigarh. Location of the Job can be changed as per company requirement.

You will **undergo 6 months of Induction based Training**. During the training period, you will be paid INR 10,000/- per month for 6 months. **You will be under probation for a period of Six Months. Non-satisfactory performance during this period may lead to discontinuity of your Job.** After completion of the Successful Probation Period, you will be provided with 1.5 Lakh to 3 Lakh CTC in Year as a Salary Package depending on the performance during Training period.

As Organization will be giving paid training to you, therefore you are required to sign an **Employment Bond of INR 50,000/-** (Which shall be paid in terms of FDR or CTS Cheque), and this Agreement of Employment will be valid for a period of **24 months** starting from the date of your appointment. In case of breach of agreement, the Company will have all rights to Cash the Cheque or FDR given by you.

If you are agreeing with the proposed terms and wish to accept this offer of employment, please sign the duplicate copy of this letter and return it by 20**th Jan 2023.**

Yours sincerely,

Sanjeev Kapil

I, **Nivedita Bala**, confirm that I have read the terms of employment set out in this letter and employment agreement, that I fully understand them and their implications and that I now accept the offer of employment.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Signed by:..... **Date:**.....

Gmail

Trident Group Of Institution <trplacement@gmail.com>

Hitachi Hi-Rel Power Electronics - Final Result / Selections - 2023 Batch - TAT

5 messages

NextGen Campus (OD) <nextgen.od@nextgenventures.in> Wed, Feb 8, 2023 at 4:4
To: trplacement@tat.ac.in, trplacement@gmail.com, placement.trident@tat.ac.in, training@tat.ac.in, akshya.das@tat.ac.in
Cc: "pravat@nextgenventures.in" <pravat@nextgenventures.in>

NextGen Ventures: Final Result / Selections
Recruiting Organization: Hitachi Hi-Rel Power Electronics

Dear Sir/Madam,

Please find the final results / selected candidate list from the recruitment drive for **Hitachi Hi-Rel Power Electronics**:

Course/Streams: B.E. / B.Tech - Electrical (EE, EEE) / Electronics (ECE, ETC) / Power Electronics
Batch: 2023 passing out batch

List of Selected Candidates:

SL NO	CANDIDATE NAME	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ADDRESS	MOBILE NUMBER
1	BINAY KUMAR MANGARAJ	MALE	B.E/B.TECH	EE	GOVERNMENT COLLEGE OF ENGINEERING, KALAHANDI	binaymangaraj[illegible]@gcekbpatna.ac.in	9437807743
2	ROSHAN KUMAR	MALE	B.E/B.TECH	EEE	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	roshankumar15102001@gmail.com	8102693308
3	SANMAYA KUMAR PADHY	MALE	B.E/B.TECH	EEE	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	sanmayapadhy50@gmail.com	6372821992
4	K DIBAKAR PATRO	MALE	B.E/B.TECH	ECE	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	dibakarpatro60@gmail.com	7749924969
5	KUNDALA DHANA SAI	MALE	B.E/B.TECH	ECE	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	dhanasaikundala@gmail.com	8886449441
6	JUVIN JASHWANT SUNDARAY	MALE	B.E/B.TECH	EE	TRIDENT ACADEMY OF TECHNOLOGY	juvinjashwant@gmail.com	7855970783
7	SUBASISH SAHU	MALE	B.E/B.TECH	EEE	TRIDENT ACADEMY OF TECHNOLOGY	sonusahu100@gmail.com	8018665234

Please Note:

- Offer/Appointment Letter was handed over to the selected candidates at the campus venue itself
- Date of joining (Internship): **01st March, 2023**
- Internship Duration: **01st March 2023 to 30th June 2023**
- **Request the candidates to share the scanned copy of the offer letter acceptance as well as the travel plan with us (nextgen.od@nextgenventures.in) at the earliest**
- Request the concerned institutes to inform the selected candidates at the earliest

If you need any further explanation please let us know.

Regards,

Souvik Banerjee| NextGen Ventures
Executive
Mobile: +91 7595095105

CORPORATE OFFICE (Kolkata):
Module No. 332, 2nd Floor, SDF Building. Block EP & GP, Sector-V,
Salt Lake Electronics Complex. Kolkata. West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.

www.nextgenventures.in | Connect to us at FACEBOOK & LINKEDIN

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

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Trident Placement <trplacement@tat.ac.in> Wed, Feb 8, 2023 at 5:01 PM
To: Trident Group of Institutions <trplacement@gmail.com>, Trident Group Training <training@tat.ac.in>

[Quoted text hidden]

--
Prof. Nanigopal Das
M.Tech. (CSE), IIT Guwahati,
Director T&P, Trident Group of Institutions, Bhubaneswar,
Odisha.
Mobile-7205719471
http://www.trident.ac.in/images/sign_picture2.png

Trident Group of Institutions <trplacement@gmail.com> Wed, Feb 8, 2023 at 5:2
To: juvinjashwant@gmail.com, simonsahu100@gmail.com
Cc: Trident Placement <trplacement@tat.ac.in>, Trident Group Training <training@tat.ac.in>

Dear Students,

Please find the final results / selected candidate list from the recruitment drive for **Hitachi Hi-Rel Power Electronics**:

Course/Streams: B.E. / B.Tech - Electrical (EE, EEE) / Electronics (ECE, ETC) / Power Electronics
Batch: 2023 passing out batch

List of Selected Candidates:

SL NO	CANDIDATE NAME	GENDER	COURSE	STREAM	INSTITUTE NAME	EMAIL ADDRESS	MOBILE NUMBER
1	JUVIN JASHWANT SUNDARAY	MALE	B.E/B.TECH	EE	TRIDENT ACADEMY OF TECHNOLOGY	juvinjashwant@gmail.com	7855970093
2	SUBASISH SAHU	MALE	B.E/B.TECH	EEE	TRIDENT ACADEMY OF TECHNOLOGY	simonsahu100@gmail.com	8018883234

Please Note:

- Offer/Appointment Letter was handed over to the selected candidates at the campus venue itself
- Date of joining (Internship): **01st March, 2023**
- Internship Duration: **01st March 2023 to 30th June 2023**
- **Request the candidates to share the scanned copy of the offer letter acceptance as well as the travel plan with us (nextgen.od@nextgenventures.in) at the earliest .**

Thanks & Regards,

Biplab Kumar Patra
Placement Officer

Bhubaneswar
C: 07894123941

Trident Group of Institutions <trplacement@gmail.com> Wed, Mar 1, 2023 at 5:35 PM
To: Pravat Ranjan Das - NextGen Ventures <pravat@nextgenventures.in>
Cc: Trident Placement <trplacement@tat.ac.in>, Trident Group Training <training@tat.ac.in>

Dear Mr. Pravat

As per our telephonic conversation both the selected students has been confirmed to join on 15th march 202

[Quoted text hidden]
--
[Quoted text hidden]

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Trident Group of Institutions <trplacement@gmail.com> Sat, Mar 11, 2023 at 2:48 PM
To: Pravat Ranjan Das - NextGen Ventures <pravat@nextgenventures.in>
Cc: Trident Placement <trplacement@tat.ac.in>, Trident Group Training <training@tat.ac.in>

Dear Mr. Pravat

As per our telephonic conversation please find the ticket details of both the selected students of Hitachi.

[Quoted text hidden]

2 attachments

Invoice_230311709174.pdf
59K

ETicket_GOFLDNTANDDPFON71229.pdf
160K

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

PERSONAL & CONFIDENTIAL

Date: 29th December 2022

Dear Amrit Sai Moharana,

PAN No -

Bhubaneswar, India.

Sub - Offer Letter

Congratulations!

We are pleased to offer you the position of the **MTS – I (Member of Technical Staff)** with **InstaSafe Technologies Private Limited**, based at **Bhubaneswar Office, India**. Your annual gross compensation would be **Rs 4,10,000**(Rupees Four Lakhs Ten Thousand Only)**.** A detailed component wise break up is attached in Annexure-1.

We would appreciate it if you can start work with us on or before **9th January 2023** at 10:00 Hrs. IST.

Please carry the following documents on the date of joining: -

- Educational Certificates (Original & photocopy)
- 4 Passport size photographs (Sky Blue background)
- Pan Card photocopy

Congratulations on this exciting advancement in your career that comes your way by means of this offer! We are confident that this new opportunity will add tremendous value to you as a person and a professional.

Kindly return to us the acknowledged copy of this letter as a token of your acceptance of the offer.

For **InstaSafe Technologies Private Limited** INSTASAFE TECHNOLOGIES PVT. LTD. BANGALORE **LOURDU MARY S D** **MANAGER-OPERATIONS** AUTHORISED SIGNATORY	I accept the above-mentioned terms and conditions. **AMRIT SAI MOHARANA**

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

PERSONAL & CONFIDENTIAL

ANNEXURE 1

Expected date of joining: 09th January 2023

Name	**Amrit Sai Moharana**
Designation	**MTS - I**

Particulars	**Per month** (INR)	**Per annum** (INR)
Fixed Salary	**31,250.00**	**375,000.00**
Salary Stack up		
Basic (50% of CTC)	15,625.00	187,500.00
HRA (40% of Basic)	6,250.00	75,000.00
Medical	1250.00	15,000.00
Conveyance	1600.00	19,200.00
LTA	1302.00	15,625.00
PF Employee Contribution	1800.00	21,600.00
Special Allowance	1622.92	19,475.00
Monthly Gross (A)	**29,450.00**	**353,400.00**
PF Company Contribution	1,800.00	21,600.00
Mediclaim Insurance Benefit* (Noncash company contribution for self & dependents)		25,000.00
Other Benefits (B)	1,800.00	46,600.00
Salary (A+B)	**31,250.00**	**400,000.00**
Annual performance Bonus		10,000.00
Annual CTC		**410,000.00**

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

I accept.

AMRIT SAI MOHARANA

CONFIDENTIAL

Gmail

Trident Group Of Institution <trplacement@gmail.com>

Ionics Power Solutions | Joining Related Information - TAT

3 messages

NextGen Campus (OD) <nextgen.od@nextgenventures.in> Wed, May 24, 2023 at 2:48 PM
To: trplacement@tat.ac.in, trplacement@gmail.com, placement.trident@tat.ac.in, training@tat.ac.in, akshya.das@tat.ac.in
Cc: "pravat@nextgenventures.in" <pravat@nextgenventures.in>

NextGen Ventures: Joining Related Information
Recruiting Organization: Ionics Power Solutions

Dear Sir/Madam,

Please find the Joining Related Information for the selected candidate from the recruitment drive for **"Ionics Power Solutions".**

Course/Streams: B.E/B.Tech (Electronics all combinations)
Batch: 2023 passing out batch

List of Selected candidates:

SL NO	CANDIDATE NAME	GENDER	COURSE	STREAM	BATCH	INSTITUTE NAME	EMAIL ADDRESS	CONTACT NO
1	K DIBAKAR PATRO	MALE	B.E/B.TECH	ECE	2023	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	dibakarpatro6@gmail.com	7749924969
2	PALA DEEPAK	MALE	B.E/B.TECH	ECE	2023	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	palladeepak2001@gmail.com	8658335138
3	SWARAJ SUNIL MOHAPATRA	MALE	B.E/B.TECH	ECE	2023	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	SWARAJ1634@GMAIL.COM	7077066855
4	REVANTH CHALLA	MALE	B.E/B.TECH	ECE	2023	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	revanthchalla01@gmail.com	9390799373
5	P JAGADISH SENAPATI	MALE	B.E/B.TECH	EEE	2023	NATIONAL INSTITUTE OF SCIENCE AND TECHNOLOGY	jagadishsenapati@gmail.com	8114734564
6	PRATIK ANAND	MALE	B.E/B.TECH	ETC	2023	TRIDENT ACADEMY OF TECHNOLOGY	pratikanand0626@gmail.com	7050568607
7	ABHIJEET SAHOO	MALE	B.E/B.TECH	ETC	2023	TRIDENT ACADEMY OF TECHNOLOGY	sahooabhijeet100@gmail.com	9337370441

Joining Related Information:

Date Of Joining : 5th June' 2023 (Monday)
Reporting Address : IONICS Power Solutions Pvt. Ltd. Door No. 4-4/1/1, Survey No. 266/Aa, D. Pochampally (V), Gandimaisamma Dundigal (M), Medchal - Malkajgiri (D), Hyderabad – 500043 Telangana
Contact Person: Mr. Pradeep Kumar
Contact No. : 7799143444

Candidates need to submit the following documents during their time of joining:

- Original Academic Qualification Certificates (mandatory)
- Any other certificates (certificate course or diplomas)
- Resume
- Copy of address proof, PAN card and Aadhar Card
- Three photographs

Note:

- Offer letters will be provided to the candidates on their joining date after submitting all the above mentioned documents.
- Please confirm the acceptance through return email on or before closing hours of 25th May 2023.

If you need any further explanation please let us know.

Regards,

Souvik Banerjee | NextGen Ventures
Executive
Mobile: +91 7595095105

NextGen Recruitment Ventures Limited
CORPORATE OFFICE (Kolkata):
Module No. 332, 2nd Floor, SDF Building. Block EP & GP, Sector-V,
Salt Lake Electronics Complex. Kolkata. West Bengal. Pin: 700 091. India

LIAISON OFFICE: New Delhi, Jaipur, Bhubaneswar, Guwahati, Indore, Visakhapatnam & Mangalore.
www.nextgenventures.in | Connect to us at FACEBOOK & LINKEDIN

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

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Trident Group of Institutions <trplacement@gmail.com> Wed, May 24, 2023 at 3:17 PM
To: pratikanand2626@gmail.com, sahooabhijeet500@gmail.com
Cc: Trident Placement <trplacement@tat.ac.in>, Trident Group Training <training@tat.ac.in>, Md Rizwan Khan <rizwan@tat.ac.in>

Dear Student,

Please find the Joining Related Information for the selected candidate from the recruitment drive for **"Ionics Power Solutions".**

Course/Streams: B.E/B.Tech (Electronics all combinations)
Batch: 2023 passing out batch

List of Selected candidates:

SL NO	CANDIDATE NAME	GENDER	COURSE	STREAM	BATCH	INSTITUTE NAME	EMAIL ADDRESS	CONTACT NO
1	PRATIK ANAND	MALE	B.E/B.TECH	ETC	2023	TRIDENT ACADEMY OF TECHNOLOGY	pratikanand2626@gmail.com	7008068607
2	ABHIJEET SAHOO	MALE	B.E/B.TECH	ETC	2023	TRIDENT ACADEMY OF TECHNOLOGY	sahooabhijeet500@gmail.com	9937370441

[Quoted text hidden]

--
Thanks & Regards,

Biplab Kumar Patra
Asst. Manager (Training & Placement)
Trident Academy of Technology
Bhubaneswar
C: 07894123941

Trident Group of Institutions <trplacement@gmail.com> Sat, May 27, 2023 at 11:55 AM
To: Pravat Ranjan Das - NextGen Ventures <pravat@nextgenventures.in>
Cc: Trident Placement <trplacement@tat.ac.in>, Trident Group Training <training@tat.ac.in>

Dear Mr Pravat

Out of 2 students from our organization ABHIJEET SAHOO confirmed his joining. PRATIK ANAND will not join.
[Quoted text hidden]
[Quoted text hidden]

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Gmail

Trident Group Of Institution <trplacement@gmail.com>

Fwd: IOTL - Pool Campus Result - 2023 Batch

2 messages

Trident Placement <trplacement@tat.ac.in> Wed, Mar 29, 2023 at 4:18 PM
To: Trident Group Training <training@tat.ac.in>, Trident Group of Institutions <trplacement@gmail.com>

Pls. modify the result of IOTL

Dear Sir,

Greetings !

IOTL have extended an offer to **Rashmi Ranjan Dash - Trident.**

Can you please check the availability of the candidate for joining IOTL and confirm the same by today.

Thanks & Regards

T.P Bakshi
Team (Training & Placement)
Kalinga Institute of Industrial Technology (KIIT) Deemed to be University, Bhubaneswar-751024 (Odisha)
Tel: 8114382223/8114399582
Mob: +91 7894427740 / +91 9437020233
Email id- placement@kiit.ac.in / ssingh@kiit.ac.in / kiitcr.nn@kiit.ac.in

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Trident Academy of Technology
Bhubaneswar-751024

--
Prof. Nanigopal Das
M.Tech. (CSE), IIT Guwahati,
Director T&P, Trident Group of Institutions, Bhubaneswar,
Odisha.
Mobile-7205719471
http://www.trident.ac.in/images/ugu_picture2.png

Trident Group Training <training@tat.ac.in> Wed, Mar 29, 2023 at 4:27 PM
To: "From: KiiT University" <placement@kiit.ac.in>
Cc: Prachet Bhuyan <pbhuyanfcs@kiit.ac.in>, Abhishek Ray <arayfcs@kiit.ac.in>, t bakshi <t.bakshi@kiit.ac.in>, Trident Group Placements <trident.placement@tat.ac.in>, Trident Placement <trplacement@tat.ac.in>, Trident Group Of Institution <trplacement@gmail.com>

Dear Sir,

Greetings!

We are glad to acknowledge the selection of Rashmi Ranjan Dash (B.Tech-Mech) for IOTL. Please note, that he is pleased to acknowledge the opportunity & shall be available to join IOTL when notified.

On Wed, Mar 29, 2023 at 3:49 PM Trident Group Placements <trident.placement@tat.ac.in> wrote:

> [Quoted text hidden]
> **Regards,**
> **Biswajit Chau Pattnaik**
> **MBA,PGCHRM (XLRI,jamshedpur)**
>
> **Mob -7064446001**
> **8658221100(WA)**
>
> **Bhubaneswar, Odisha**

--
Thanks & Regards,
Ankita Mohanty
Placement Team
Dept. T&P
Ph: 7978593416
trident.ac.in

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Job Offer Letter

Date: - 01/10/2022

Dear Mr. Gourab Prasad Rout

I am pleased to offer you, subject to the Offer Contingencies below, a position as a Graduate Engineer Trainee with Jyoti Electro Systems Private Limited.

Offer Contingencies: This offer is contingent on:

i) You're having no conflicting obligations that would prevent you from working Jyoti Electro Systems Private Limited.

ii) Compensation: Your remuneration will be at the rate of ₹15,000/- (CTC) per Month during Probation/training period of 6 months. You are entitled for compensation package of ₹20,000/- after successful; completion of Probation/training period.

1. Training period: After the joining date, first 6 months will be considered as training period. During the training period, you are not entitled to have any vacations. After successful completion of training, you may be offered for full time employment.
2. While on probation, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
3. Initial contract period for your employment is up to 12 Months full time employment including probation/Training period, based on your contract period company have few binding conditions.
4. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you must provide company at least 2 Months of notice period, prior the relieve from your job responsibility.
5. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as company, may blacklist the candidate for future employment.
6. Vacation: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
7. Office working hours start from 9:00 AM, but work facility is available for employee to use for 24x7. If you are at client site then you have to follow client's time table
8. Your appointment is effective from **November 15, 2022**, and you will report to the CEO
9. Submit Original of your credentials and emergency contact information for verification on or before **November 15, 2021.**
   a. Certified copy of passport
   b. Certified copy of driving license issued by State government.
   c. Certified copy of voter Identification card and/or
   d. Certified copy of AADHAR Card
   Also, submit copy of your PAN Card (Mandatory).

   Note: Your Originals will be returned after verification.

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10. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. Graduate degree / mark sheets.
    d. BE Semester mark sheet.
11. Your appointment is a full-time assignment, and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
12. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries.
13. Salary and level of earnings within your group is personal to you depending upon your background, experience, and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
14. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely
Jyoti Electro Systems Private Limited



Yogesh Kataria
(CEO)

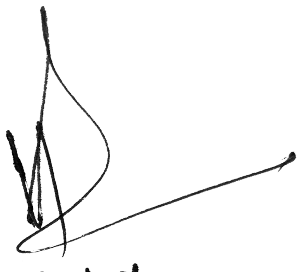
I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

Name : Gourab Prasad Rout

Signature

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Sign this offer letter email to : yogeshkataria@rediffmail.com

KOVAIR

Ref. no. KSPL/23-24/HR/OFF/348

12 January 2024

To,
Mr. Vishal Satpathy
Permanent Address- 888, Birsanagar
India

Reference- Candidate ID-537
Kovair campus recruitment Janaury2024

Subject: Offer of Employment

Dear **Mr. Vishal Satpathy,**

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. **Pre-joining Training cum internship**

On accepting this offer, you shall be required to attend the training program as shall be advised by the Company.

This training period shall be between February 2024 till the end of June 2024. During this training you will be required to successfully complete various online courses for relevant technology, do projects and Company's product-based technical training. During this period, you shall be assessed from time to time on your performance.
The training shall consist of online sessions at regular intervals by our team on the related topics, projects and attending Kovair Kolkata office at regular intervals for project submission and or assessments.

The training schedule, in details, shall be shared with you by the Human Resource Department, in appropriate time.

Stipend:- You shall be paid a stipend of **Rupees Five Thousand only per month** during your training period.

Appointment:- Your appointment in the Company shall be subject to you successfully completing and qualifying the training, i.e. based on your satisfactory performance only.

2. **Date of Joining**

You shall be required to join Kovair on and from **Monday, 1st July 2024.**

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3. **Probation Period**

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

4. **Position and Emolument**

On joining the Company, you will be offered the position **"Software Engineer Trainee" under band 4**, through your probation period. Upon your service confirmation, you will be designated to "**Software Engineer" in band 5, along with a revision in your emoluments as given below.**

During your probation period, you will be entitled to a **gross annual CTC [Cost To Company] of Rs.350,000/- p.a. (Rupees**

For KOVAIR SOFTWARE PRIVATE LIMITED
Director

KOVAIR

three lakhs and fifty thousand only per annum) and after your service confirmation, you will be entitled to a **gross annual CTC of any figure within a range of Rs.375,000/- p.a. (Rupees three lakhs and seventy-five thousand only per annum) to Rs.500,000/- p.a. (Rupees Five lakhs only per annum), depending upon your performance evaluation.**

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.

5. Service Confirmation

At the end of the probation period and based on your successful performance evaluation only, you will be confirmed in your 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

Your initial job responsibilities will include all such efforts required for your position as the Software Engineer in any of the departments in Development / Quality Assurance / Solutions & Services / Technical Support. In consultation with you, You may be assigned additional and different tasks based on your capabilities, from time to time.

You may be transferred to a different location for the job assigned to you or may be required to make business travel based on your job. In such a case, a separate allowance as applicable to your band, shall be provided to you.

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 notice payment instead of the notice period to you. Company may also 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 at the time of joining, and b) the service-level agreement, and c) the Employee proprietary information and inventions agreement at the time of your accepting the offer.

9. Other Points to Note

- Your employment will be subject to your qualifying your final degree examination.
- 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 code 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. The management shall have the right to get you medically examined periodically or any time by a registered medical practitioner of their choice, whose opinion on your medical fitness or otherwise shall be abiding on you.

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For KOVAIR SOFTWARE PRIVATE LIMITED

Director

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- 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

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 to the HR at Kovair Kolkata office, in person, 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
    - Employee Proprietary Information and Inventions agreement duly signed by you
    - Hardcopy of your updated and detailed resume, 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 Government registered photo identity 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

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For KOVAIR SOFTWARE PRIVATE LIMITED
Director

LogicApt Informatics Pvt. Ltd.
A-40A, Industrial Focal Point Phase VIII Extension
Mohali 160059 Punjab, India
www.logicapt.com

LA/HR/OL/2022/34

24.12.2022

OFFER LETTER

Mr. Debashis Nayak,
B. Tech ECE final year student,
Trident Academy of Technology,
Odisha.

Dear Mr. Nayak,

Congratulations!!

This is in reference to the telephonic interview you had with us on 19.12.2022. We are pleased to offer you the role of Patent Analyst Intern in IP Solutions, under the terms and conditions of employment.

As agreed during interview, you will undergo training at LogicApt for Six months starting 02.01.2023. Stipend of INR 25000/= pm (Rupees Twenty-Five Thousand Per month) will be paid during training period.

After successful completion of training, you will be placed as Patent Analyst w.e.f 01.07.2023. Starting annual CTC package will be INR 5.00 Lacs, based on your performance during training.

This offer is valid till 30.12.2022. Please send your acceptance to this offer by this date.

Your date of joining is **02.01.2023.** (In case you want to join late, please write to us)

Five-day work week is followed at LogicApt. Saturday and Sunday are weekly off days.
Normal Work Hours: 9.30 Am to 6.30 Pm.

As a part of joining formalities, you need to sign a non-disclosure, non-competing and non-solicitation agreement & Service Level Agreement (if applicable) with the company and will be binding on you as per the tenure/clause of such agreement.

Your joining will be at our office at **A- 40A, Landmark Plaza (Quark City SEZ) Phase**

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VIII Extension, Industrial Focal Point, Mohali, 160059 Punjab, India

Please submit **copies** of the following documents on the date of joining for our official employment records:

- 10th, 12th and Graduation DMC
- Two passport size photographs.
- PAN Card and Aadhaar Card.
- Cancelled copy of Cheque of your Bank account for salary transfer.

Your offer has been made based on information furnished by you. Any discrepancy found in the copies of documents, certificates or reference check; the company retains the right to revoke the offer of employment.

The appointment letter will be issued to you after completion of all the joining formalities & submission of all the necessary documents.

We are excited about the challenges and opportunities ahead of us and look forward to you being part of a dynamic team which leads the Company through the path to success. I wish you well and look forward to working with you.

Yours sincerely,

Best regards,

Parveen Goel
CFO

+91 9725007842
+91 172 5093683

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maventic

Trainee offer letter

Date: 10-Oct-2022

Dear Chinmay,

Congratulations! We are very pleased to offer you the position of Trainee Developer with Maventic Innovative Solutions Pvt. Ltd.

This program is of Six months duration effective from 13-Oct-2022 or Completion of your graduation course whichever is higher. You will be going through the following program during the Training period:

- Classroom trainings (Online or at office)
- Case studies and developing internal projects.
- Working as a shadow developer with experienced developers.
- Working on an actual project depending on skills acquired and available opportunities.

You will be reporting to Ms. Abhipsa Parija or a project lead assigned during this period.
Please note that a stipend of Rs. 15,000/- per month will be paid to you (Inclusive of all and Statutory deductions as per the laws of the land), till the completion of the internship.

Post the successful completion of the Training period, you will be absorbed as a developer & your compensation will be as per the developer offer letter.

In case your performance is not satisfactory during the Training period, the company reserves the right to extend your Training or cancel your offer letter, whichever the company finds appropriate.

Please refer to the enclosed "Annexure A" for terms and conditions of this Trainee offer.

Kindly acknowledge the copy of the document for office records.

We look forward to a fruitful association.

Thanking You,
For Maventic Innovative Solutions Pvt. Ltd.,

Authorized Signatory

I hereby accept the Developer Trainee offer

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Bhubaneswar-751024

Chinmay Kumar Panda

Signature of Trainee

Maventic
593, 60 ft Rd, AECS Layout, Brookfield's
Bangalore 560037, India
Phone:+91(80)41688340
Fax:+91(80)41688341
E-mail:maven@maventic.com
www.maventic.com

maventic

Annexure – Terms and Conditions

1. Performance of Duties & Conflict of Interest

1.1 You shall be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures.

1.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.

1.3 You shall keep details of your stipend / Salary and employment benefits strictly confidential within and outside the company.

1.4 You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your Training, and which should not be disclosed or made public in the course of the proper execution of your duties.

1.5 You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to software, keys, access cards, diskettes, photographs or such other proprietary information relating to the Company's business.

1.6 You shall not publish any code, design document etc in public forums like SDN without permission.

1.7 You shall not use private mail in any circumstances for any official communications.

2. Annual Leave

2.1 The Trainee shall be entitled to leave according to Company rules, details of which are spelled out below and as amended from time to time.

A. Casual leave during Training period: 6 days Per Annum (For 6 month training period Casual leave will be 3 days).

B. Sick leave during Training period: 7 days Per Annum.

C. **Exam's Leave Per semester**:

10 days of paid Exam leaves in case of written exams per semester (leaves need to be applied & approved in ESS with sufficient notice in advance (at least two weeks/ immediately upon receipt of communication from college).

- **2 days** of paid Exam leaves in case of project submission per semester.

D. Regulatory Holidays: 10 days Per Annum.

2.2 In case leave is taken without approval or without following the process will be considered as LOP.

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3. Resignation Clause

In case you want to cease your association with the company during the Training period, then you will have to comply with all the terms and conditions mentioned in the "Agreement to Repay the training Cost" signed by you while joining & do the exit formalities by doing proper handover.

4. You shall repay the stipend received during the Training period to the company if you tender your resignation during the Training period and shall also repay the training cost as per the "Agreement to Repay the training Cost" entered by you with the company.

5. During the training you are under probation and during such period any unauthorized absence will be considered as absconding and you will be liable to face the legal consequences of the same.

6. Termination of Employment

- The Company shall have the right to terminate your employment without notice or payment in lieu thereof if:
- You have provided falsified information in the resume or during interview
- You commit any material breach of any of your duties and responsibilities under this contract,
- You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment,
- You are charged with any criminal offense which is prejudicial to the interests of the Company,
- The Company is restricted from continuing to employee you by reason of any other legal incapability.

You undertake to return, in good working condition save for normal wear and tear, all property belonging to the Company at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged.

5. Alterations

The above terms may be modified by the Company from time to time, and such variations shall be binding on you.

6. Jurisdiction

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore.

I accept the terms & conditions of service outlined above

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Chinmay Kumar Panda
Bangalore

Confidential

Ref:NSEL/HR/ 2023
Date: March 17, 2023

Ms. Monalisa Boitai
Plot No.- N-4/55, Irc Village, Nayapalli
Bhubaneswar-751015
Odisha
India

Offer cum Appointment as Assistant Software Engineer

Dear Monalisa Boitai,

We welcome you to Nucleus Software and are pleased to offer you the position of **Assistant Software Engineer, at Grade 3**.

Below mentioned are the specific terms and conditions of your offer. Request you to read the details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e. **March 27, 2023** with **Nucleus Software Exports Limited** (herein referred to as 'Company'). Please contact us immediately if you require an alternative joining date. In case of non – acceptance of this offer or agreement on mutual joining date this offer will stand cancelled.

To confirm your acceptance of this offer, you are requested to:

Acknowledge and communicate the acceptance of the offer letter and date of joining as per Annexure I.

Please note that the employment terms mentioned in this letter are subject to the Company policy.

1. Appointment:

a. This offer/appointment is subject to the completion of B.Tech/BE final exams with aggregate pass percentage greater than 60% and subject to the company's terms and conditions.

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b. You will be on probation for a period of 9 months. During the period of probation your progress will be reviewed periodically. On successful completion of the probation period, your services would be confirmed which will be intimated to you in writing.

c. The retirement age is 58 years. However, you may opt for voluntary retirement at any age before 58 years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 58th birthday falls.

d. You will be presently posted at **NOIDA**. During employment with the Company, you may be posted or transferred / attached to any other Company of the NUCLEUS GROUP or to any of the offices / subsidiaries / units / associated offices of the Company, to any town or city in India or abroad, at the sole discretion of the Management. While working in another Company on transferred / attached status, you shall be entitled to emoluments and perks as applicable in transferred / attached Company and for all purpose you shall be deemed to be employed in the Company.

e. Your appointment is contingent upon Medical Fitness Certificate, satisfactory reference, background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

2. Compensation:

a. Your fixed Compensation (Cost to Company) will be INR 433,658/- per annum (INR Four Lakh Thirty Three Thousand Six Hundred And Fifty Eight Only).

b. The Company shall deduct from your compensation payments, the amount towards all present and future tax levies and social security legislations applicable in India and/or the place of posting that you are required to pay as an employee and/ or as recipient of compensation or perquisite. If you receive any excess payments, you shall hold them in trust for the Company.

c. Your salary will be reviewed periodically as per Company policy. Changes in your compensation are subject to the discretion of the Company and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria.

3. Other benefits & Financial Assistance Reimbursement:

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a. Leave, holidays and working hours as applicable to your category of employees and location of posting.

b. Perquisites, if any, as applicable to your category of employees and based on functional requirements as determined by the Company.

c. Participate in the Company Provident Fund Scheme as per the rules and policies applicable to your category of employees.

d. Leave Travel Assistance as per the policy of the Company. (Incase applicable as per policy).

e. You will be eligible to participate in the Group Insurance and Group Mediclaim Policy for your category of Employee.

f. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act, 1972.

g. You will be entitled for Health Checkup policy as per Nucleus Policy.

h. Any financial assistance made by the Company towards facilitating your joining would be recovered if the employment tenure is less than 1 year; unless specifically approved by the Management. Any amount reimbursed or recovered by the Organization will be subject to tax deduction as per Tax laws.

4. Service Contract:

a. While on probation your services can be discontinued by giving 30 days notice or basic salary in lieu there of on either side. After confirmation, your services can be discontinued after giving 1 month(s) notice or basic salary in lieu thereof on either side. In addition, it would be compulsory for you to serve at least 50% of the notice period both during probation or confirmation period. However if the business exigencies require you to continue the employment during entire notice period, you shall do so.

b. Your services can be terminated on grounds of indiscipline, misconduct, misappropriation, malpractice, parting of vital business information or information of confidential nature to a third party without proper authorization.

c. Your services can also be terminated for continued absence from duty without information and authorization beyond eight working days or continued ill health resulting in your absence from work for a period exceeding three months.

d. Company also reserves the right to send you for training within or outside India, and in such event & when you travel abroad for transition / knowledge / process transfer, you may need to execute certain agreement(s) / documentation(s), as per Company requirement. In view of the fact that the company shall be making arrangements, and making considerable expenditure towards the same, the Company shall insist that the said agreement(s) / documentation(s) be executed.

5.Employment Guidelines or Rules of Employment:

Your service will be governed by the service rules and regulations and policies of the Company, which are in force or which may come into force from time to time, as applicable to all employees of the Company.

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i. Non-Compete:

a. In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you would be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that during the term of your employment and for a further period of 1 (One) year thereafter you shall not, either directly/ indirectly engage with or provide any service of whatsoever nature to any of our clients/ vendors/ competitors nor shall you during the foregoing tenure, directly/ indirectly solicit any associated team member/resource. You also acknowledge that the breach of this clause could cause damage to the Company that cannot be reasonably estimated. Accordingly, you further agree that in the event of breach or threatened breach of this clause, the Company may seek injunctive relief against you in a Court of competent jurisdiction.

b. You understand and acknowledge that the Company, Subsidiaries and Affiliates are holding information about you (including but not limited to, name, home address, telephone number, designation, tenure, PAN number etc.) for legal, personnel, administrative and management purposes only and, in particular for processing requirements like

1. Health records and any medical reports to monitor sick leave and sick pay.

2. To enable performance reviews, disciplinary and grievance procedures, internal investigations and considering reports (which may be submitted anonymously) under any whistle-blowing procedure.

3. Any information relating to criminal proceedings in which you have been involved.

4. To comply with legal requirements and obligations to third parties ("Personal Data").

You are in agreement that the Company may make the Personal Data available to Subsidiaries and Affiliates also if required.

The Company shall take all reasonable precautions to protect all your Information available with us, from unauthorized disclosure while you will also take all precautions to protect your own confidential material. The Company shall ensure and observe reasonable care and will keep you in the loop while disclosing any of your Information only in the given conditions.

ii. Conflicts Of Interest:

a. You are required to engage yourself exclusively in the work assigned by Nucleus and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Global Head.

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b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Nucleus.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Nucleus (irrespective of the circumstance or the reasons for, the cessation) not to solicit, induce or encourage:

1. Any employee of Nucleus to terminate their employment with Nucleus or to accept employment with any competitor, supplier or any customer with whom you have a connection.

2. Any customer or vendor of Nucleus to move his existing business with Nucleus to a third party or to terminate his business relationship with Nucleus.

3. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the position of Nucleus and resolve the conflict with Nucleus Software Exports Ltd.

6. Moral Responsibility & Honesty:

You are expected to deal with company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any notice if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interest of the Company.

7. Other Employment:

During the continuance period of your employment with us you shall not work directly or indirectly for any other firm Company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

8. Arbitration:

Any dispute(s) or difference(s) arising during the course of your employment shall be settled amicably. Failing such settlement, the same shall be settled by arbitration of a single arbitrator to be appointed by the Head HR of the Company or any person appointed for this matter by the Company. The award made in pursuance thereof shall be binding. The venue of arbitration proceedings shall be New Delhi and the Courts at New Delhi alone shall have jurisdiction over any such matter.

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9. Education:

In case you intend to appear in some examinations or wish to attend some classes while working with Nucleus Group, you are required to obtain prior permission in writing from the management giving full details of course including time frame involved.

10. Invention & Discoveries:

While employed with NUCLEUS you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

11. Medical Fitness:

You are required to maintain yourself in medical /physical/mental state of fitness and ensure regular medical checkups and wherever applicable would be governed by Health Checkup Policy. Any neglect on your part in maintaining good health may render you medically unfit for the services. In such a case your services are liable for termination, not withstanding other conditions mentioned in the letter or otherwise.

12. Secrecy:

You will not give anyone, by word of mouth, writing, facsimile any particulars or details, which you acquire during the course of your employment of our working system, technical know how, security arrangements, administrative and/or organization matters of our and our clients whether confidential either during your employment with Company or afterwards.

Please note that the terms and conditions of your service contract as stipulated here or to be intimated hereafter are to be treated as strictly confidential and you are not to divulge its contents to any employee of the Company/person connect with the Company.

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13. Documents:

Appropriate action may be taken in case of violation of any of the terms and conditions mentioned in the Offer Cum Appointment Letter.

Your joining will be subject to submission of documents as per Annexure – II (document list). In case of non-compliance or incomplete documents, organization shall has the right to terminate your employment immediately on notice.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you please sign the duplicate copy as a token of your having understood and accepted the same.

Welcome to the Nucleus family and we look forward to a long, fruitful, happy and exciting association with you.

With Best Wishes,
for **Nucleus Software Exports Limited**

Authorized Signatory
Human Resource Group

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NUCLEUS SOFTWARE

Annexure-I

Acknowledgement and Acceptance of Appointment:

a. Any change in the joining date must be sent to HR at least 7 days prior to your original joining date. The new joining date must be Tuesday and should be no later than 7 days from the joining date specified in the letter.

b. I **Monalisa Boitai** have read and understood thoroughly the rules of service and the above terms of my appointment of my service and I do hereby agree with all terms as above and I shall abide by all general rules of service which are now or may thereafter to be in force & accordingly I accept my appointment of my service with you and shall be joining Nucleus on or before **March 27, 2023.**

This offer letter is valid subject to the verification of details provided by the candidate

Candidate's Name:	Monalisa Boitai	Candidate's Signature:	_____
Date:	_____	Place:	_____

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Compensation Structure

Name	Monalisa Boitai
Candidate ID	REC202303161220
Designation/Grade/IBU Name	Assistant Software Engineer/3/NUCLEUS SCHOOL OF BANKING TECHNOLOGY
Effective From	March 27, 2023

Dear Monalisa Boitai,

We are pleased to provide you with your personalized Total Rewards Statement.

Grade	3
Designation	Assistant Software Engineer
TOTAL REWARDS STATEMENT	**PER ANNUM (INR)**
Basic	180,000
HRA	108,000
Statutory Bonus	14,994
Special Allowance	100,406
RETIRALS	
Provident Fund (Employer's contribution)	21,600
Gratuity	8,658
COST TO COMPANY (WITH GRATUITY)	433,658

With Best Wishes,

for **Nucleus Software Exports Limited**

Authorized Signatory

Human Resource Group

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NUCLEUS SOFTWARE

Bouquet Of Benefits

Group Medical Insurance :

To help you overcome cash worries in times of medical exigencies

1. Eligibility : Employee, Spouse, 2 kids and max. of two sets of parents/in laws (if opted for) (All grades).
2. Coverage : INR 500,000 per annum per insured family
3. Insurer : Oriental Insurance Co. Ltd.
4. TPA : Vipul Medcorp TPA Pvt Ltd.

Group Personal Accident Insurance :

To support you in times of accidental emergencies where hospitalization does not happen

1. Eligibility: Employee Only (All grades).
2. Coverage : INR 10,00,000 per annum per Nucleite
3. Insurer: Oriental Insurance Co. Ltd.

Group Term Life Insurance :

Support for the family in case of an irreparable loss to the family of the insured

1. Eligibility: Employee Only (All grades)
2. Coverage: Salary linked: 3 times CTC or 50 lakhs whichever is lower.
3. Insurer: ICICI Prudential Life Insurance Co Ltd.

Statutory Benefits :

As per the Gratuity & PF act.

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NUCLEUS SOFTWARE

Annexure-II

Document Submission
List of BGV and Joining documents

List of Joining Documents	
Documents	Document Type (2 Photocopies)
Qualification Documents	Xth - Mark sheet & Certificate
	XIIth - Mark sheet & Certificate
	Graduation - Mark sheet of all semester/years along with degree/certificate
	Post Graduation - Mark sheet of all semester/years along with degree/certificate
	Any other Degree/Certificate - Mark sheet/certificate
Employment Documents	Appointment letter, relieving letter, experience letter, salary proof for all previous employers & salary slips of last three months for last employer (if any)
Additional Documents	Mandatory - PAN Card, Aadhar Card, UAN (Universal account number) for PF (provident fund) from previous organisation
	Any one from below for current & permanent address. Voter ID card Valid Passport Bank Statement Rent Agreement Lease Agreement Ration card Driving License
	5 passport size photographs with white background
	Medical fitness Original certificate from a registered Medical Practitioner

Note: All documents should be submitted not later than 10 days from the date of joining, failing which this will be considered as non-compliance.

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LETTER OF INTENT

Date: 22/07/2023

Dear Abinash Samal,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of 'Relationship Manager' in our organization. You would be required to join us tentatively on the 1st of August 2023.failing which this offer will automatically stand cancelled, unless a new date is agreed to by us in writing. Your total Cost to the Company will be of Rs. 5,06,400 per annum.

Components	Fig in INR/Month
Basic	8,400
House Rent Allowance	3,600
Attendance Allowance	1,400
Transport Allowance	800
Medical Allowance	1,250
Special Allowance	4,150
Insurance	1,200
Professional Tax	200
Total Gross Salary	21,200
Insurance	1,200
Professional Tax	200
Total Take Home Salary	19,800
PLI	21,000
Total CTC	5,06,400

You will be on training for a period of 5 days post which you will enter the probation for a period of 3 months. A detailed Employment confirmation letter will be given to you subject to the clearance of the probation completion period criteria.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that together we can build a world leader. We assure you of our support for your professional development and growth.

Rajen Patwari

HR Manager

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Trident Academy of Technology
Bhubaneswar-751024

022-49392323
support@onepaper.in

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PHONON SOLUTIONS PRIVATE LIMITED

Corporate Office: International Tech Park Gurgaon, Near Sector 59, Village Behrampur, Gurugram, Haryana-122101, INDIA

Regd. Office: 602, A-Block, Naurang House, 21 K.G Marg, New Delhi - 110001,

Phone no. 9958795784, Email: khannasameer@gmail.com

CIN- U72900DL2012PTC237049

Date: 9-November-22

Address:
S/O Ramesh C Handra Acharya
SonaMukhi Jholi Hijli Kharagpur
Paschim Medinipur Hijli-cooperative
West Bengal - 721306

Internship Letter

Dear **Kamal Acharya,**

Further to your application, **ORAHI (Phonon Solutions Pvt. Ltd.)** is pleased to offer an internship opportunity at our Corporate Office.

You will be appointed to the position of **Tech – Intern** during your internship which would commence on **11th November 2022**. Your supervisor for the period of your internship would be **Mr. Brajesh Sankla.**

Your internship with the Company shall be subject to the following terms and conditions:

1. Your initial place of work will be in Indore and you will be expected to attend the office located in Indore during working hours as decided by the Company.

2. You will abide by the working hours **(i.e. 9:30 am to 6:30 pm),** weekly offs, and holidays of the Company as per the Company's policy in line with applicable rules, which may vary from location to location. In case of unforeseen events and/or workload, you may be required to work beyond the working hours or on weekly off days/holidays.

3. You will be paid a stipend of **INR 15,000/- per month** during your internship.

4. Information pertaining to Phonon Solutions Pvt. Ltd. operations and intellectual property is confidential and you will sign a non-disclosure agreement.

5. You will be responsible for the safekeeping, proper use, and return in good condition and order of all property such as tools, equipment, instruments, books, computers, telecommunication devices, etc., which may be in your custody, use, care or charge during your internship and shall not use or permit the use of any of the property facilities and/or services (including but not limited to e-mail and internet facilities) made available to you as an intern, for the personal use, benefit or advantage of yourself or of any third party, unless specifically authorized by the Company.

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PHONON SOLUTIONS PRIVATE LIMITED

Corporate Office: International Tech Park Gurgaon, Near Sector 59, Village Behrampur, Gurugram, Haryana-122101, INDIA

Regd. Office: 602, A-Block, Naurang House, 21 K.G Marg, New Delhi - 110001,

Phone no. 9958795784, Email: khannasameer@gmail.com

CIN- U72900DL2012PTC237049

6. The Company reserves the right to terminate your internship with the Company: Immediately in case of breach of the terms hereof;

   a) You will abide by the Company policies, rules, and regulations applicable to you that are in force for the time being or may be framed from time to time.

7. That there may be a risk of physical injury, disability, illness, or fatality associated with, arising out of, and inherent to the tasks assigned during the internship and you assume full responsibility for all such risks. You hereby release the Company, its affiliates, directors, employees, and agents, and you shall be solely responsible for all liabilities, claims, demands, losses, costs, and expenses, arising out of or in relation to your physical injury, disability, illness or fatality, as a result of or during the course of the internship.

8. You agree and acknowledge that this letter does not constitute an offer or contract of employment and you will not claim employment with the Company. Neither will you claim any employee benefits or any benefits whatsoever from the Company. In no event, you shall have any power or authority to bind the Company in any manner.

9. Any provision of this letter of internship that contemplates performance or observance after completion of your internship (including, without limitation, confidentiality) will survive and continue in full force and effect.

10. Please sign and return the duplicate copy of this letter in a token of your acceptance of the terms described in this letter within 24hrs, failing which this Internship opportunity will automatically stand revoked without any further notice.

We hope that your association with our organization will be successful and rewarding. We are looking forward to a great journey together.

Regards

Phonon Solutions Pvt Ltd

Arun Bhati
Found & CEO

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Candidate's Signature -
Date -

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Orahi
Connecting Things

WINSPARK INNOVATIONS LEARNING PVT LTD.
1108-1109, 11th floor, JMD Megapolis, Sohna Road, Gurgaon
http://www.planetspark.in

Offer Letter

Date: 21/02/2023

To Pratignya Prodar

Employee Code: _ PS15656

Dear Pratignya

Sub: Offer Letter

We are pleased to appoint you in our organization as a **Business Development Counsellor** with effect from **17th March 2023.** You will be based out of PlanetSparkoffice at Planet Spark Tower A, 1st floor, Unitech Cyber Park, Sector 39, Gurugram, Haryana 122002.You will be working from office from day one of joining.

You will be paid gross emoluments and incentives as detailed in Annexure – A when 1 Lac revenue reflects in the sales dashboard against your name.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards sparking the joy of learning in every child in India. We assure you of our support for your professional development and growth.
Yours truly,

For WINSPARK INNOVATIONS LEARNING PRIVATE LIMITED.

ATTESTED

AUTHORIZED SIGNATORY
Encl.: As above

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Annexure – A

Emoluments can be bifurcated as under:

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

Your overall training period is for 4 weeks. you would receive a training gross of **INR 21,428 (PF will be deducted)** per month which can be extended if needed. During this period the below mentioned targets has to be achieved to get the License to sell and move into the core sales team.

Region	Targets
Domestic	Rs 100000
UAE	$1500
USA	$1500

The trainee will be eligible to receive the Training gross only if they have 90% of daily Attendance in office and should have completed one whole month in the system.

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Annexure – B

1. **Personal Particulars:**
   You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir/nominee.

2. **Probation**
   You will be in probation period of one month from the date of joining. The probation can be discontinued anytime if target is not achieved during training and salary will be processed as FNF after 90 days.

3. **Nature of Work:**
You will work at high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities within **Business Development Counsellor** will be assigned and explained to you from time to time.

4. **Training:**
You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

5. **Intellectual Property Right:**
If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shallassign all rights thereof to the company for the purpose of seeking any patent

rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

6. **Secrecy/Confidentiality:**
You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavour to prevent any other person from doing so.

7. **Annual Leave:**
You will be entitled to 4 annual leaves for every completed quarter at the company and 7 annual medical leave. These are applicable for permanent employees

8. **Termination of Service:**
Either party can terminate this employment by serving a notice of 3 days on the other. The Full and Final settlement will be processed after 90 days from the last working date.

9. **Appointment in Good Faith:**
It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently.

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

Sincerely,
For and on behalf of WINSPARK INNOVATIONS LEARNING PVT LTD



"I hereby accept this offer and I Confirm that I have signed out of the placement process"

Signature Date

ATTESTED

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October 20, 2022

PADMINI PRIYADARSINI MISHRA,

Dear PADMINI PRIYADARSINI MISHRA,

We are pleased to offer you a career opportunity with Tekion India Private Limited as **Intern.** The terms and conditions of our offer are set out in this letter:

You will be reporting from January 2023 continue till June, 2023 and your internship fee is **INR 30,000/- Thirty Thousand only** (Subjected to TDS) per month.

The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Appointment

You have been made an offer as **Intern**

(i) The place of employment shall be Chennai and the normal office timings will be from 9:30 AM to 6:30 PM. However, depending on the time constraint within which the Company may have to provide services to its clients, you will undertake to make yourself available in respect of the business of the Company during such times.

(ii) You may also be transferred, seconded, or deputed to any of our associate, sister concerns, subsidiaries, group company, or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time. In such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

Policies, Procedures, Rules & Regulations

You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time. The Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding upon you.

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

Leave and Holidays

You will be eligible to the leaves and holidays in accordance with the policy of the Company as may be declared from time to time.

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Duties and Responsibilities

You shall perform the duties and undertake responsibilities within the mandate of work place and office policies of the Company, as modified from time to time, at the discretion of the Company, and shall use sincere and dedicated efforts to effectively carry out all duties and responsibilities assigned to you by the manager/supervisor and others authorized by the Company to assign such duties and responsibilities.

You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.

Employee Invention Assignment and Confidentiality Agreement

As a condition of your employment with the Company, on or prior to joining, you will be required to execute with the Company, an Employee Invention Assignment and Confidentiality Agreement, as per a draft provided by the Company. The Company reserves the right to terminate your employment in case of any breach or non-compliance on your part of the terms of such agreement.

You agree that in the capacity of an intern, work allotted to you on specific projects can be submitted as assignments for your college project upon prior approval. You will not be permitted to make any commercial gain from information available with you with respect to the Company's projects.

Sensitive and Personal Data or Information

The Company may, in connection with your employment, collect sensitive personal data or information ("**SPDI**") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting our offer, you expressly consent to the following: (i) the collection, use, processing and storage of your SPDI; (ii) the transfer worldwide of your SPDI held by the Company to other employees and offices of the Company's worldwide organisation and to third parties where disclosure to such third parties is required in the normal course of business or by law; (iii) that you shall have read and understood the Company's privacy policy, as and when implemented, in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof; (iv) use of your personal images and voices in marketing material, videos, etc.; and (v) treating any personal data to which you have access in the course of your employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

Non-Disparagement

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

Terms of Termination of Employment

Following the successful completion of your probationary period, either party can terminate this employment by serving a notice of one month on the other. The Company may, at its sole option, pay salary in lieu of the notice period to terminate employment with immediate effect.

The Company reserves the right to terminate your employment immediately without notice or payment in lieu of notice if you are found guilty of misconduct or negligence or have committed any breach of the terms and conditions of this offer.

Consequences of Termination of Employment

You hereby agree that upon termination of this Agreement by either of the Company or you, you shall return all the properties belonging to the Company in its possession as per the instructions of the Company and hand over charge to the designated representative of the Company. You also agree that failure to return the property of the Company upon termination shall be deemed to be criminal breach of trust.

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Governing Law and Jurisdiction

Your employment with the Company shall be governed and construed in accordance with the laws of India. The Company and you irrevocably submit to the exclusive jurisdiction of competent courts situated at Chennai and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

This offer of employment and your commencement and continuation of employment with the Company is conditional upon:

(a) where relevant, the obtaining of all required employment and/or visa approvals from the relevant government authorities to enable you to work with the Company.

(b) Company's satisfaction with the results of any required reference and background checks as well as verification of your employment and salary history; and

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

Any false information provided by you or at your request may result in the Company's withdrawal of this offer or immediate termination of your employment with no payment in lieu of notice or any other compensation to you.
We are pleased to have you as a member of the Company, and we look forward to working with you. We hope you will find the Company a great and rewarding place to be.

To indicate your acceptance of this offer, please review, sign, and return one copy of this offer letter along with the signed Tekion Confidentiality Information and Inventions Assignment Agreement. This offer expires five days from the date of this letter. If you do not accept or start by the required date, Company reserves the right to withdraw this offer of employment.

You are required to treat this offer letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys, and accountants) without our prior written consent.

Should you have any queries or require any clarification of any points, please do not hesitate to contact the Human Resources Team.

For detailed information regarding policies, please reach hr@tekion.com .

Best regards,

Sowmya Mallaiah
Senior Director - Human Resources, Tekion India Private Limited

ACCEPTANCE

I have read, understood, and accept the terms and conditions of this above offer of employment including the compensation package relating to my employment with Tekion India Private Limited. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

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Padmini Priyadarsini Mishra
Intern Signature

Date 1/11/2022

Padmini Priyadarsini Mishra
Intern Name

ATTESTED

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28th June 2022

Sub: Offer of employment by Pin Click

Dear **Kaushik das,**

Congratulations and we are very pleased to extend an offer to you to join Pin Click as **"Property Advisor"**, with effect from **15th july 2022**

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.. Once the PPO is confirmed 5.16 LPA is applicable and attached herewith Annexure B.

2. Your initial posting as a Pin Click employee will be at our **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.

5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.

6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15day'snotice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.

7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position without an explicit permission from Pin Click.

9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

ATTESTED

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Bhubaneswar-751024

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure A**.

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Kaushik das**	
	Designation	**Property Advisor**	
	Department	**Sales**	
	Date of Joining	**15th July 2022**	
	C & B CATEGORY	**INR – Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Sub-Total I / Gross Pay	**23,740**	**2,84,880**
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	**22,640**	**2,71,680**
	Benefits		
C	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub Total II	**1,260**	**15,120**
Total A + C	**Cost to the Company**	**25,000**	**3,00,000**
	Performance Enhanced Incentives	**15,000***	**1,80,000***

#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement

* The Offer/ Salary Is Subjective to Completion of Training

*Two-wheeler is mandatory with a valid driving license.

(There will be 7 days of training period and an assessment then your payroll will start)

(3000 includes in above annexure for Fuel Expenses & 500 deduction for mobile bill)

Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

ManikKinra

Founder & CEO

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No.U70102KA2015PTC084563

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	**Name**	**Kaushik das**	
	Designation	**Property Advisor**	
	Department	**Sales**	
	Date of Joining	**15th July 2022**	
	C & B CATEGORY	**INR - Monthly**	**INR – Annual**
A	**Fixed Compensation**		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	Sub-Total I / Gross Pay	**26,589**	**3,19,068**
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	**25,381**	**3,04,572**
	Benefits		
C	PF Employee	1,008	12,096
	Gratuity	403	4,836
	Sub Total II	**1,411**	**16,932**
Total A + C	**Cost to the Company**	**28,000**	**3,36,000**
	Performance Enhanced Incentives	**15,000***	**1,80,000***
#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with a valid driving license. (3000 includes in above annexure for Fuel Expenses & 500 Rs deduction for mobile bill)			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ManikKinra

Founder & CEO

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No.U70102KA2015PTC084563

LETTER OF INTENT

A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name:_____Today's Date:_____

Signature:_____Anticipated Start Date: _____

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No.U70102KA2015PTC084563

Gmail

Souvic Roy <sandyroy184@gmail.com>

Documentation at Practo Technologies

Parul Abhishek Jindal <parul.jindal@practo.com>
To: Shams Tabrez Khan <shamstabrez.khan@practo.com>
Bcc: <sandyroy184@gmail.com>

Mon, 21 Feb 2022 at 11:51 AM

Dear Candidate, .

Congratulations

Based on our discussions during your interview process & the details you provided, we are delighted to inform you that Practo Technologies (P) Ltd. is pleased to offer you a full-time position of "Business Development Manager Trainee" in Bangalore
Please mark @Shams Tabrez Khan in your mail when you share documents.
I request you to kindly share the following documents by 22 **feb,2022-8** PM in PDF format for verification:

1. Aadhar Card
2. PAN Card
3. SSLC/10th Std Marksheet/Certificate
4. PUC/12th Std Marksheet/Certificate
5. Degree Certificate
6. Post Graduation Certificate (if applicable)
7. Covid Vaccination Certificate.
8.Updated Resume.
9.Noc from college for working full time in practo(2022 batch)

Please note that your date of joining will be 28th Feb,2022 in Bangalore office.On relocation,you will be provided with accommodation for 7 days from Practo on showing proof of travel,but travel expenses will not be reimbursed.Your failing to submit documents before deadline will result in revoking of offer letter.
Feel free to contact me in case of any queries
The working days will be 6 days a week and working hours are 10AM TO 7PM.The ctc structure would be as follows for the first three months,Post performance review you may be promoted to BDM role and the salary would be revised too.

Particulars	Annual CTC (Rs)	Monthly CTC (Rs)
(A) Fixed		
Basic	253,200	21,100
HRA	125,200	10,433
Employer's PF	21,600	1,800
Fixed Salary	**400,000**	**33,333**
(B) Variables (Performance Based)		
**Incentive	250,000	
***Gross Salary**	**650,000**	
(C) Benefits (Yearly)		
Gratuity	12,179	
***Insurance	20,000	
CTC (A+B+C)	**682,179**	

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Trident Academy of Technology
Bhubaneswar-751024

From the gross salary, the following deductions will be made: PF contributions (employee & employer), professional tax, and income tax subject to IT rules

We look forward to you setting the trend in Practo for the years to come with your experience & excellent contribution.

We have invested time in each other professionally and I wish you all the best with this unique opportunity, as it is an excellent win from a career point of view.

On receipt of your acceptance, you will receive a detailed Appointment letter Soon.
If you have any questions, please feel free to reach out to me. See you soon, and good luck with all the awesomeness that lies ahead!

***The Below Insurances are provided, the policy is subject to change from time to time as per management decision:

- Medical Insurance covering the employee & the family for INR 4,00,000/- floater per annum
- Personal Accident Insurance of two times your fixed salary
- Life Insurance of two times your fixed salary

We look forward to you setting the trend in Practo for the years to come with your experience & excellent contribution.

We have invested time in each other professionally and I wish you all the best with this unique opportunity, as it is an excellent win from a career point of view.

Regards
Parul

Please note that this email, including any attachments, is sent on behalf of Practo Technologies Private Limited and its group companies, as applicable, ("Practo") and is intended solely for the individual (s) or entity (ies) to whom they are addressed and may contain information that is private, confidential and privileged. In case you are not the intended recipient, request you to notify the sender by reply mail and delete this email, including any copies or attachments from your system. Any unauthorized dissemination, disclosure and/or use of the contents of this communication to anyone is strictly prohibited and punishable by law. Practo reserves its right to proceed appropriately against any wrongful use of this email, including any attachments, by any unintended user.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Date: 27th October 2022

S.No:ZT-FT201022-29

Name- Pratikshya Gochhayat

Address
Trident, Bhubaneswar

Dear Pratikshya Gochhayat,

Subject: Offer of employment for the position of "Trainee Engineer".

Congratulations! We are pleased to offer you employment in **ZeTechno Products & Services Pvt Ltd.** as ***"Trainee Engineer"*** I am sure you will be delighted with the benefits and opportunities that ZeTechno provides you.

1. You will need to do your internship for a period of **Three** months at **ZeTechno**. You will be paid a consolidated monthly remuneration of INR **20,000/-** (Rupees Twenty Thousand only). Your internship **start date will be informed to you soon.29** You will be working from Monday to Saturday (6 days a week) during your internship.
2. After successful completion of the internship, you will join ZeTechno as a full-time employee.
3. You will be entitled to an annual Cost to Company (CTC) of **INR 4,93,834/- (Rupees Four Lakhs Ninety Three Thousand Eight Hundred and Thirty Four only per annum).** Your tentative date of joining as a full-time employee will be communicated to you after successful completion of your internship. **29**
4. You will be provided with a comprehensive appointment letter on the day of joining as full-time employee.
5. Your individual remuneration is solely a matter between yourself and the Company and details in this letter must not be disclosed and/or discussed with others.
6. Your promise of staying with the company for a **minimum period of Twenty four (24) months of full time employment** is taken into consideration while issuing this appointment order. It is required that you stand by your commitment. During this period, you will be eligible for salary revisions as per the company rules and practices. In case you must leave the company on your own accord before completing the mandatory period of Twenty four months, you will (a) need to adhere to minimum prior notice period, and (b) need to pay the company an amount equivalent to your six months latest drawn gross salary.

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Bhubaneswar-751024

7. **Expectations:**
   - You will use all the available resources to learn and upskill your technical knowledge and be ready to be deployed within the stipulated time on the projects (Internal/external).
   - You would develop and deliver customer's requests with the ServiceNow platform capabilities and APIs.
   - Perform reviews and do unit testing.
   - Participate in Scrum meetings

8. **Benefits in hoard for you:**

   - You will be paid a joining bonus of **Rs.25,000/-** along with the first month salary.
   - If you relocate to Hyderabad within the first month of joining, you will be paid **Rs.10,000/-** as relocation assistance to move to Hyderabad.
   - You will also be entitled for **Health Insurance, PF, Retention Bonus, Referral Bonus, Certification Reimbursement etc.**
   - You will be eligible for 12 days of earned leave and 6 days of casual/sick leave prorated from your date of joining. You will also be eligible for 10 days Company paid holidays as outlined in the company holidays list.

You shall have to enter into a separate **Employment, Confidential Information, and Non-Disclosure Agreement** with the Company on the day of joining.

You will need to submit the Xerox copies of all educational qualifications, ID address proofs along with five passport size photographs at the time of joining ZeTechno.

We take pleasure in welcoming you to ZeTechno and sincerely hope that your stint of employment with us will be long, pleasant and mutually beneficial. We are confident, you will make a significant contribution to the success of the organization.

Please sign a copy of the offer letter and return to us as a token of your acceptance.

With Best Regards,
ZeTechno Products and Services Pvt. Ltd.

Savithri Ghadiyaram
Manager - HR

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

December 23, 2021

To,

Ms. Sakshi Bharadwaj,
Trident Academy of Technology,
Bhubaneswar.

We take great pleasure in inviting you to be an intergral part of ProcessMAP India Pvt. Ltd.

Congratulations! ProcessMAP India Pvt. Ltd. (Company) is pleased to offer you (Employee) for the position **Trainee - Engineer** highlights of which are summarized below. Your employment is also contingent upon your review and acceptance of policies in our Employee Hand Book, conditions set forth in the Employment, Confidential Information, executing service bond for one year and Invention Assignment Agreement.

1 **Employment Commence Date and Position:**
Your employment will commence from the date of joining on or before January 10, 2022 as **Trainee - Engineer** and during which you will render your services to ProcessMAP India Pvt. Ltd. subject to the terms and conditions of the offer letter executed by you and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2 **Compensation & Benefits:**
During your employment with the company, your Cost to the company will be Rs.4,50,004/- (Four Lakhs Fifty Thousand Four Only) per annum which is inclusive of components distributed as under:

Annual Performance Incentive: Eligible for performance incentive under Variable component at 100% payout on prorated basis for service period, based on the performance of the Company and that of the employee at discretion of the company.

Annual Components/Retirals:

Provident fund: As per the provisions of "The Employees Provident Fund and Miscellaneous ProvisionsAct, 1952" and ProcessMAP will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity: You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Health Insurance Scheme: Medical Insurance is applicable from the date of joining. Sum insured is Rs.3.00 lacs per annum covering the employee, parents, and spouse and up to two children*

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Personal Accidental Insurance Policy: Personal Accident Insurance for employee only for an amount equivalent to Gross Annual Salary.

Leave Travel concession will be paid on monthly basis as per employee service period.
The salary will be computed and paid in accordance with the company's standard payroll practices for salaried employees.

3 **Location and Transfer**:
Your initial place of work will be at Bhubaneswar, however, your services are transferable, and you may be assigned, to any location in India or Abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

4 **Employee to Devote Full Time to Company**:
The Employee will devote full time, attention, and energies to the business of the Company alone, and, during this employment, will not engage in any other employment or business activity, regardless of whether such activity is pursued for profit, gain, or other pecuniary advantage. Employee is not prohibited from making personal investments in any other businesses provided those investments do not require active involvement in the operation of said companies.

5 **Confidentiality of Proprietary Information**:
Employee agrees, during or after the term of this employment to maintain absolute secrecy and not to reveal any confidential* information, designs, drawings, plans, formulae, software code/modules or trade secrets that may come to his/her knowledge or possession to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

6 **Termination of Employment:** This agreement can be terminated, by either party, without showing cause, at any time, by giving Three month written notice to the other or by payment of compensation in lieu thereof.

In the event of the Employee failing to give Notice and commence absenting himself or having given Notice fails to serve the requisite Notice period wholly, the Company is entitled to demand and recover the compensation due.

7 If this offer of employment is acceptable to you, you are required sign on each page of a copy of this letter as a token of your acceptance of this offer and return the same on or before December 24, 2021.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

8 **Documents Required**:
At the time of your joining, photocopy of the following documents should be submitted and original copies to be produced for verification.

- 8 Passport size color photographs.
- 1 Passport Photo of each Family Dependents wherever applicable (Father, Mother, Spouse, Children's)
- Previous Experience letter(s) (Photocopy)
- Relieving Letter (Photocopy)
- Experience Letter(s) (Photocopy)
- Mark sheets of S.S.C., H.S.C, Diploma, Degree, C-Dac, NCST, MBA (Photocopy)
- University passing certificates (Photocopy)
- Previous Companies Salary slips (Photocopy)
- Last 6 Months Bank Statement
- Passports (Photocopy)
- Driving License (Photocopy)
- Form 16 copies from previous employer (Photocopy)
- Pan Card (Photocopy)
- Aadhar Card (Photocopy)
- Blood Group Details

8 **Validity of offer:** This offer is valid, till the close of business on December 24, 2021; we look forward to having you join us on or before January 10, 2022. If you have any questions, please call us on +91-9866887710.

With Regards,

Lavanya Ponnurangam
Senior Executive – Human Resource
ProcessMAP India Pvt. Ltd
Email: hr@processmap.com

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Principal
Trident Academy of Technology
Bhubaneswar-751024

ProcessMAP INDIA PVT. LTD.

Compensation Structure

Name : Sakshi Bharadwaj
Designation : Trainee – Engineer

Salary Structure| ProcessMAP India Private Limited		
Earnings	**Per Annum**	**Per Month**
Basic Salary	152,378	12,698
House Rent Allowance	133,331	11,111
LTA	12,698	1,058
Conveyance	27,000	2,250
Medical allowance	24,000	2,000
New Paper Allowance	-	-
Books & Periodicals	-	-
Children Educational Allowance	-	-
Car Driver - Reimbursement	-	-
Car Running Exp -Reimbursement	-	-
Meal Wallet Allowance	-	-
Gift Voucher	-	-
Skill Development Allowance	13,253	1,104
Monthly Performance Incentive	-	-
Fixed Compensation	**362,660**	**30,221**
Statutory, Medical and Other Benefits		
PF Employer contribution as per PF Provisions.	18,285	1,524
Gratuity Yearly contribution on Basic. As per Rules	7,326	
Medical Insurance is applicable from the date of joining. Sum Insured is Rs.3.00 lacs per annum covering the employee, parents, spouse and up to two children*	28,000	
Personal Accident Insurance for employee only for an amount equivalent to Gross Annual Salary	2,000	
Annual Gross Compensation	**418,271**	
Variable component. Prorated Annual performance incentive based on the performance of the Company and that of the employee at discretion of the company	31,733	
Cost to the company	**450,004**	
*Any additional premium incurred for parents at the time of renewal will have to be borne by the employee.		

With Regards,

Lavanya Ponnurangam
Senior Executive – Human Resource
ProcessMAP India Pvt. Ltd
Email: hr@processmap.com

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

ProcessMAP
INDIA PVT. LTD.

December 23, 2021

To,

Mr. Trilochan Sahoo,
Trident Academy of Technology,
Bhubaneswar.

We take great pleasure in inviting you to be an intergral part of ProcessMAP India Pvt. Ltd.

Congratulations! ProcessMAP India Pvt. Ltd. (Company) is pleased to offer you (Employee) for the position **Trainee - Engineer** highlights of which are summarized below. Your employment is also contingent upon your review and acceptance of policies in our Employee Hand Book, conditions set forth in the Employment, Confidential Information, executing service bond for one year and Invention Assignment Agreement.

1 **Employment Commence Date and Position:**
Your employment will commence from the date of joining on or before January 10, 2022 as **Trainee - Engineer** and during which you will render your services to ProcessMAP India Pvt. Ltd. subject to the terms and conditions of the offer letter executed by you and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2 **Compensation & Benefits:**
During your employment with the company, your Cost to the company will be Rs.4,50,004/- (Four Lakhs Fifty Thousand Four Only) per annum which is inclusive of components distributed as under:

Annual Performance Incentive: Eligible for performance incentive under Variable component at 100% payout on prorated basis for service period, based on the performance of the Company and that of the employee at discretion of the company.

Annual Components/Retirals:

Provident fund: As per the provisions of "The Employees Provident Fund and Miscellaneous ProvisionsAct, 1952" and ProcessMAP will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity: You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Health Insurance Scheme: Medical Insurance is applicable from the date of joining. Sum insured is Rs.3.00 lacs per annum covering the employee, parents, and spouse and up to two children*

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Personal Accidental Insurance Policy: Personal Accident Insurance for employee only for an amount equivalent to Gross Annual Salary.

Leave Travel concession will be paid on monthly basis as per employee service period.
The salary will be computed and paid in accordance with the company's standard payroll practices for salaried employees.

3 **Location and Transfer**:
Your initial place of work will be at Bhubaneswar, however, your services are transferable, and you may be assigned, to any location in India or Abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

4 **Employee to Devote Full Time to Company**:
The Employee will devote full time, attention, and energies to the business of the Company alone, and, during this employment, will not engage in any other employment or business activity, regardless of whether such activity is pursued for profit, gain, or other pecuniary advantage. Employee is not prohibited from making personal investments in any other businesses provided those investments do not require active involvement in the operation of said companies.

5 **Confidentiality of Proprietary Information**:
Employee agrees, during or after the term of this employment to maintain absolute secrecy and not to reveal any confidential* information, designs, drawings, plans, formulae, software code/modules or trade secrets that may come to his/her knowledge or possession to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

6 **Termination of Employment:** This agreement can be terminated, by either party, without showing cause, at any time, by giving Three month written notice to the other or by payment of compensation in lieu thereof.

In the event of the Employee failing to give Notice and commences absenting himself or having given Notice fails to serve the requisite Notice period wholly, the company is entitled to demand and recover the compensation due.

7 If this offer of employment is acceptable to you, you are required sign on each page of a copy of this letter as a token of your acceptance of this offer and return the same on or before December 24, 2021.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

8 **Documents Required**:
At the time of your joining, photocopy of the following documents should be submitted and original copies to be produced for verification.

- 8 Passport size color photographs.
- 1 Passport Photo of each Family Dependents wherever applicable (Father, Mother, Spouse, Children's)
- Previous Experience letter(s) (Photocopy)
- Relieving Letter (Photocopy)
- Experience Letter(s) (Photocopy)
- Mark sheets of S.S.C., H.S.C, Diploma, Degree, C-Dac, NCST, MBA (Photocopy)
- University passing certificates (Photocopy)
- Previous Companies Salary slips (Photocopy)
- Last 6 Months Bank Statement
- Passports (Photocopy)
- Driving License (Photocopy)
- Form 16 copies from previous employer (Photocopy)
- Pan Card (Photocopy)
- Aadhar Card (Photocopy)
- Blood Group Details

8 **Validity of offer:** This offer is valid, till the close of business on December 24, 2021; we look forward to having you join us on or before January 10, 2022. If you have any questions, please call us on +91-9866887710.

With Regards,

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Lavanya Ponnurangam
Senior Executive – Human Resource
ProcessMAP India Pvt. Ltd
Email: hr@processmap.com

ProcessMAP INDIA PVT. LTD.

Compensation Structure

Name : Trilochan Sahoo
Designation : Trainee – Engineer

Salary Structure| ProcessMAP India Private Limited		
Earnings	**Per Annum**	**Per Month**
Basic Salary	152,378	12,698
House Rent Allowance	133,331	11,111
LTA	12,698	1,058
Conveyance	27,000	2,250
Medical allowance	24,000	2,000
New Paper Allowance	-	-
Books & Periodicals	-	-
Children Educational Allowance	-	-
Car Driver - Reimbursement	-	-
Car Running Exp -Reimbursement	-	-
Meal Wallet Allowance	-	-
Gift Voucher	-	-
Skill Development Allowance	13,253	1,104
Monthly Performance Incentive	-	-
Fixed Compensation	**362,660**	**30,221**
Statutory, Medical and Other Benefits		
PF Employer contribution as per PF Provisions.	18,285	1,524
Gratuity Yearly contribution on Basic. As per Rules	7,326	
Medical Insurance is applicable from the date of joining. Sum Insured is Rs.3.00 lacs per annum covering the employee, parents, spouse and up to two children*	28,000	
Personal Accident Insurance for employee only for an amount equivalent to Gross Annual Salary	2,000	
Annual Gross Compensation	**418,271**	
Variable component. Prorated Annual performance incentive based on the performance of the Company and that of the employee at discretion of the company	31,733	
Cost to the company	**450,004**	
*Any additional premium incurred for parents at the time of renewal will have to be borne by the employee.		

With Regards,

Lavanya Ponnurangam
Senior Executive – Human Resource
ProcessMAP India Pvt. Ltd
Email: hr@processmap.com

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Principal
Trident Academy of Technology
Bhubaneswar-751024

QUALITEK LABS PRIVATE LIMITED
Plot # E-3/1, Block E,MIDC Phase – 3, Village Nighoje,
Chakan, Pune – 410501, Maharashtra

EMail: customersupport@qualiteklab.com
Web: www.qualiteklab.com
Mobile: +91 7620737704

REF: QLB/HR/OL/1022/002

Date: 25-10 -2022

Abhishek Parida.
Plot no – 697/875, Bharat Villa, Hanspal , Bhubaneswar,

Odisha. Pin – 752101.

SUB: OFFER LETTER

Dear Abhishek Parida,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you the position of **Executive**, Department – **Business Development**. In Qualitek Labs Pvt. Ltd based at **Pune.**

On the terms and Conditions as follows:

1. Your remuneration package, including prerequisites will be given at Annexure -1

2. This offer is valid from the date of your joining, which should not be later than 01st Nov 2022. You will be issued a formal appointment letter with defined terms & conditions upon joining the Company.

3. Kindly handover below mentioned essential documents at the time of joining or forward the same to

Enable us to issue you the appointment letter:A. Qualification Certificate (10th, 10+2, Higher Education), B. Identity Proof (Aadhar Card, Pan Card),C. NOC From previous Employer/ Relieving Letter, D. Salary Slip (Last Three Months) and Bank account number (if any), E. UAN Number (If Any) ESIC No) If Any), F. Experience Certificate (All Previous Employers), G. Colour passport size Photo graphs – Four copies

4. This offer is subject to reference check and submission of 'A Medical Fitness Certificate from a Registered Medical Practitioner and all above required document at the time of joining.

5. You are advised to bring your Original Certificates for verification.

6. This offer will be subject to receipt of satisfactory verification of the particulars given by you in your application form.

7. Any omission, inaccuracy or failure to disclose all the relevant particulars and information with respect to Personnel Records tendered by you, may be deemed sufficient reason to withhold or suspend this offer. Kindly sign the duplicate copy of this letter as a token of your acceptance of this offer and send it back to the undersigned for record.

Yours faithfully,



Mr. Gurudatta Panda
Ast.Manager HR
Qualitek Labs,PVT LTD

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

I confirm having read and understood the above terms & conditions and promise to abide by all the terms

& conditions as specified above.

Signature of the candidate _____.

QUALITEK LABS PRIVATE LIMITED
Plot # E-3/1, Block E,MIDC Phase – 3, Village Nighoje,
Chakan, Pune – 410501, Maharashtra

EMail: customersupport@qualiteklab.com
Web: www.qualiteklab.com
Mobile: +91 7620737704

Annexture -1		
Name	Abhishek Parida	
Designation	Executive	
Department	BD	
Location	Pune	
Joining Date	01-11-2022	
Structure Details	**Salary per annum**	**Salary per month**
A) Monthly Components		
Basic	1,20,000	10,000
HRA	48,000	4,000
Conveyance Allowance	24,000	2,000
Medical Allowance	16,800	1,400
Special Allowance	36,000	3,000
Total (A)	2,44,800	20,400
B) Reimbursement		
Driver	-	-
Fuel	36,000.00	3,000.00
Medical Insurance	-	-
LTA	-	-
Total (B)	36,000	3,000
Total (A + B)	2,80,800	23,400
C) Statutory		
ESIC	7,956	663
PF	14,400	1,200
Gratuity	5,772	481
Total (C)	28,128	2,344
Total (A + B + C)	3,08,928	25,744
D)Performance Bonus	61,786	5,149
Total CTC (A + B + C+ D)	3,70,714	30,893

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

RALSON TYRES LIMITED

Corporate Office: 17th Floor, Narain Manzil, 23, Barakhamba Road, New Delhi - 110001

+91-11-45592500 UPTO 530

info.rtl@ralson.com

Works: Plot No. 52 to 60, Smart Industrial Park, Near NATRIP, Pithampur, Dist. Dhar-454774 (MP.)

Date : 10-Jul-2023

Name - Mr.Prabhuparinda Swain
Add: Orissa
Phone number - 7894557655 / Email ID - swainprabhuprabina@gmail.com

Subject: Offer for the position of Engineer Trainee(ET).

Dear Mr. Prabhuparinda,

It is our pleasure to extend to you the offer to take up employment with Ralson Tyres Limited as per the following terms and conditions:

I Expected Date of Joining: 19-Jul-2023 or any other date as mutually agreed in writing within a week of the date of this offer.

II Designation, Roles and Responsibilities

(A) As **"Engineer Trainee(ET)"**, you will be primarily responsible for:

a) Should have Strong fundamentals and willingness to learn and grow in a fast-paced & ever-changing work environment.
b) Should be able to understand the manufacturing process and the jobs which are assigned by the supervisor, and each job has to be done with utmost dedication with a high degree of Safety and Quality measures while having true and transparent communication with thesupervisor.
c) For each job assigned the mind set should be of regular improvement, generating new original ideas to improve the productivity of the outcome and also having practical involvement to each activity.
d) Should be able to collect data as per guidance received from the Supervisor, analyse the data collected, make summary reports & presentations for the management which are having clear picture of issues, requirements and improvement Ideas.
e) Should be highly Agile in terms of Time & Workload management for any Job requirement within the section or to support other sections as per the instructions received by the supervisor
f) Any other responsibilities as may be assigned to you from time to time that may be required for the successful commissioning and smooth operations of the Company.

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+91-11-45592500 UPTO 530

info.rtl@ralson.com

Works: Plot No. 52 to 60, Smart Industrial Park, Near NATRIP, Pithampur, Dist. Dhar - 454774 (MP)

(B) The position will be based at Pithampur near Indore.

(C) Your services may be transferred to any part of the country or abroad, either within the company or to any of its affiliates, sister concerns or subsidiaries during the course of your employment.

III Compensation (Cost to Company - CTC)

(i) Your compensation will consist of the following components:

Component	Monthly (INR)	Annual (INR)
Core Components		
Basic Salary	10,833	1,30,000
House Rent Allowance (HRA)	4,333	52,000
Medical and Conveyance Allowance	4,167	50,000
Special Allowance	1,575	18,900
	20,908	2,50,900
Reimbursements		
Mobile & Internet Reimbursement	1,000	12,000
Retirals & Benefits		
Provident Fund* (Employer Contribution)	1,300	15,600
Gratuity (as per Act)	521	6,250
LTA (Leave Travel Allowance)	2,000	24,000
	3,821	45,850
Performance Based Pay (PBP)		
Potential Variable Pay* (Annual)	1,354	16,250
Total Cost to Company	27,083	3,25,000

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Corporate Office: 17th Floor, Narain Manzil, 23, Barakhamba Road, New Delhi - 110001
+91-11-46592500 UPTO 530
info.rtl@ralson.com
Works: Plot No. 52 to 60, Smart Industrial Park, Near NATRIP, Pithampur, Dist. Dhar-454774 (MP)

*Reimbursements - subject to valid proofs/applicable laws

*PBP - As per Company Policy

*Medical Insurance as per Company Policy

(ii) **Taxation and deductions:**

All of the amounts indicated are gross amounts and will be subject to deduction of tax at source as per the prevailing laws of India.

(iii) **Changes and Revisions to Compensation**:
Any changes/revisions to your compensation package as decided by the Management, or any rules framed in this regard by the company, will be applicable and will be considered to be part of the terms and conditions of your service agreement.

IV Other Terms and Conditions

(A) You shall at all times, devote your full attention and skill to the affairs of the Company and will endeavor to your utmost ability to promote and advance the interests of the Company.

(B) Accordingly, you undertake that:
(i) You will under no circumstances make available your services to any undertaking, or have any interest directly or indirectly in any other undertaking or activity which might interfere with the proper performance of your duties without first obtaining the written permission of the Company,

(ii) You will not at any time during the continuance or after the termination of your services with the Company irrespective of any reason for such termination, make use or disclose to any party either for your own benefit or for the benefit of any party (individual, firm, company, any trade or business), the affairs and confidential information of the Company or any of its related companies of which you have knowledge or become aware during the course of your service with the Company

(iii) You will obey and comply with all reasonable orders and instructions given to you by the Company or its authorized agents and observe all standing and other rules and/or regulations now in force or from time to time approved by the Company.

(C) Notice of termination of employment will be 1 month notice in writing or 1 month's basic salary in lieu of notice from either party subject to the approval of the Management during the Traineeship period of 1 year. After the successful completion of your traineeship period the notice period shall be changed to 3 months in writing or 3 month's basic salary in lieu of notice from either party subject to the approval of the Management.

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Bhubaneswar-751024

RALSON TYRES LIMITED

Corporate Office: 17th Floor, Narain Manzil, 23, Barakhamba Road, New Delhi - 110001
+91-11-45592500 (HUNTO 532
info (@ralson.com
Works: Plot No. 32 to 60, Smart Industrial Park, Near NATRIP, Pithampur, Dist. Dhar- 454774 (MP)

(D) The Company shall be entitled to terminate your employment without notice, indemnities and compensation in any of the following events:

(i) if you are, in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties;

(ii) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

(iii) if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies.

Assuming that you find the aforesaid terms and conditions of your employment to your satisfaction, I request you to accept the offer by signing a copy of this letter and returning the signed copy to us. A detailed agreement of employment will be separately issued to you upon your joining the company.

Yours sincerely,

Signatures:

(Authorized Signatory: Ravikanth Uppaluru : **Plant Head**

Date: 10-Jul-2023 Place: Indore

In acceptance of the proposed offer, as above –

Prabhuprabina Swain

Name- Mr.Prabhuparinda

Date: 13.07.2023 Place: Vill-Dalagan, PO-kakatabandha
Dist-Jajpur, Odisha
Pin-755023

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Date: 27th October 2022

S.No:ZT-FT201022-27

Name- Himanshu Shekhar

Address
Black B - 6 Room No, 3 NH 7 Pee Vee Texttile Mills Ltd, At.Post.Jam, Jamb, Wardha, Maharashtra, 442301

Dear Himanshu Shekhar,

Subject: Offer of employment for the position of "Trainee Engineer".

Congratulations! We are pleased to offer you employment in **ZeTechno Products & Services Pvt Ltd.** as ***"Trainee Engineer"*** I am sure you will be delighted with the benefits and opportunities that ZeTechno provides you.

1. You will need to do your internship for a period of **Three** months at **ZeTechno**. You will be paid a consolidated monthly remuneration of INR **20,000/-** (Rupees Twenty Thousand only). Your internship **start date will be informed to you soon.27** You will be working from Monday to Saturday (6 days a week) during your internship.

2. After successful completion of the internship, you will join ZeTechno as a full-time employee.

3. You will be entitled to an annual Cost to Company (CTC) of **INR 4,93,834/- (Rupees Four Lakhs Ninety Three Thousand Eight Hundred and Thirty Four only per annum).** Your tentative date of joining as a full-time employee will be communicated to you after successful completion of your internship. **27**

4. You will be provided with a comprehensive appointment letter on the day of joining as full-time employee.

5. Your individual remuneration is solely a matter between yourself and the Company and details in this letter must not be disclosed and/or discussed with others.

6. Your promise of staying with the company for a **minimum period of Twenty four (24) months of full time employment** is taken into consideration while issuing this appointment order. It is required that you stand by your commitment. During this period, you will be eligible for salary revisions as per the company rules and practices. In case you must leave the company on your own accord before completing the mandatory period of Twenty four months, you will (a) need to adhere to minimum prior notice period, and (b) need to pay the company an amount equivalent to your six months latest drawn gross salary.

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Trident Academy of Technology
Bhubaneswar-751024

7. **Expectations:**
   - You will use all the available resources to learn and upskill your technical knowledge and be ready to be deployed within the stipulated time on the projects (Internal/external).
   - You would develop and deliver customer's requests with the ServiceNow platform capabilities and APIs.
   - Perform reviews and do unit testing.
   - Participate in Scrum meetings

8. **Benefits in hoard for you:**

   - You will be paid a joining bonus of **Rs.25,000/-** along with the first month salary.
   - If you relocate to Hyderabad within the first month of joining, you will be paid **Rs.10,000/-** as relocation assistance to move to Hyderabad.
   - You will also be entitled for **Health Insurance, PF, Retention Bonus, Referral Bonus, Certification Reimbursement etc.**
   - You will be eligible for 12 days of earned leave and 6 days of casual/sick leave prorated from your date of joining. You will also be eligible for 10 days Company paid holidays as outlined in the company holidays list.

You shall have to enter into a separate **Employment, Confidential Information, and Non-Disclosure Agreement** with the Company on the day of joining.

You will need to submit the Xerox copies of all educational qualifications, ID address proofs along with five passport size photographs at the time of joining ZeTechno.

We take pleasure in welcoming you to ZeTechno and sincerely hope that your stint of employment with us will be long, pleasant and mutually beneficial. We are confident, you will make a significant contribution to the success of the organization.

Please sign a copy of the offer letter and return to us as a token of your acceptance.

With Best Regards,
ZeTechno Products and Services Pvt. Ltd.

Savithri Ghadiyaram
Manager - HR

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

IndianOil Adani Ventures

Offer Letter : Graduate Engineer Trainee

Dear Rashmi Ranjan Dash,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee.** Your tentative date of appointment will be 07th August, 2023 (Monday).

Your employment with the Company is based on the following terms and conditions:

Training Period:	12 Months
Compensation:	Stipend of ₹ 400000/- per annum

Other Entitlements

1. Mediclaim coverage towards yourself, up to an amount of ₹ **3,00,000**/- per annum.
2. Accident insurance coverage towards yourself, up to an amount of ₹ **15,00,000**/-
3. 12 Days Privilege Leave & 10 Days Sick Leave per annum.
4. Travel arrangements for the entire training period (as per policy)

.

Terms & Conditions

1. Your compensation will be limited to the entitlements mentioned above.
2. Your training period may be extended for an additional period at the management's discretion.
3. Any transfers or relocations will be handled solely by the organisation.
4. During your training period, the management reserves the right to discontinue your services without notice.
5. Your confirmation will be based exclusively on your performance and successful completion of the training period.
6. There should not be any active back logs at the time of your joining and if there is any, then this offer is deemed to be cancelled.

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Bhubaneswar-751024

IndianOil Adani Ventures

An Appointment Letter detailing the terms and conditions of your employment shall be issued upon your acceptance of the offer and you being declared medically fit for employment by our medical partner.

We look forward to welcoming you for a long, successful and pleasant association.

Kindly sign this document and send it to iot.career@iotl.com along with your resume asan acknowledgement and acceptance of our offer letter.

With Best Regards,
Team HR

Acknowledgement

I accept the offer on the terms and conditions mentioned above in the offer letter.

Signature: Rashmi Ranjan Das Date: 30.03.2023

Name: RASHMI RANJAN DAS

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Trident Academy of Technology
Bhubaneswar-751024

infogain
Engineering Business Outcomes

Infogain India Pvt. Ltd.
A-16 & A-21, Sector-60, Noida,
Gautam Budh Nagar - 201301, U.P. India
Phone: +91-120-2445144, 6226000
Email: info@infogain.com, Web:
www.infogain.com

Ref. No: GDC/HR/OFFER/22/283

January 10th, 2022

Satabdi Milan Beura

LP-869
Prasanti Vihar
Bhubaneswar, Odisha

Dear Satabdi,

A Silicon-Valley headquartered company, Infogain is a global business-oriented IT consulting provider of front-end, customer-facing technologies, processes and applications, leading to a more efficient and streamlined customer experience. We want our clients' interactions with their customers to be fast, efficient, and cost effective. With close to 4,000 employees in the United State, India, the Middle East, the UK, Singapore and Malaysia, we service 5 of the world's largest 50 companies, and 24 of the Fortune 500.

- We extend you an offer to join Infogain as "**Software Engineer Trainee".**
- Your initial place of posting will be at **"Fortune Scion Business Centre" 90 B, West Avenue 9, Electronics City Phase -1 Bangalore, Karnataka** but your services can be transferred to other offices or work locations including client sites, at the sole discretion of the Company.
- You will be on training for a period of Nine (9) months. However, in the event Company feels that your performance after nine month's training is unsatisfactory, then this training period shall be increased at the sole discretion of the Company. On completion of every two (2) months, your performance will be evaluated and based on your performance your training period will be continued. The Company shall impart extensive classroom and on the job training to you during the said period of training and/or extended period in state of the art and cutting-edge latest technologies, which the Company has developed and/or developing since last more than one and a half decades to make you updated in all the fields at a very high cost to the Company.
- Till such time that you are intimated in writing, you shall continue to be on training.
- Your absorption at Infogain is after meeting our stringent performance standards and will be further based on Company's business needs and as such accepting you as a trainee is in no way a commitment that you would be offered an employment with Infogain.
- During training, you would be paid a monthly stipend of **INR 20,000/- (Rupees Twenty Thousand Only).**
- Your appointment will be subject to your successful completion of your BE/B.Tech/MCA/M.Sc/M.Tech degree. This offer will stand automatically withdrawn if your final aggregate percentage in BE/B.Tech/MCA/M.Sc/M.Tech is less than **60%**. Upon successful completion of the training period, you shall (Subject to satisfaction of Infogain w.r.t. point 4, 5 & 6) be appointed as **"Software Engineer"** on an Annual gross salary of **INR 4,00,000/- (Rupees Four lakhs Only)**. In addition, you would be entitled for benefits like Mediclaim /Accidental Insurance coverage as per Company Policy.
- You shall be required to sign necessary Training Agreement with the Company and complete various formalities, to secure the interests of the Company and your performance and adherence to all terms, conditions, rules, and regulation of the Company, at the time of joining the Company as Software Engineer Trainee.

ATTESTED
Principal
Trident Academy of Technology
Bhubaneswar-751024

Infogain India Pvt. Ltd.
A-16 & A-21, Sector-60, Noida,
Gautam Budh Nagar - 201301, U.P. India
Phone: +91-120-2445144, 6226000
Email: info@infogain.com, Web:
www.infogain.com

- You shall be required to submit Training Agreement, issued by Infogain, at the time of joining the Company along with this Offer Letter. You will be required to serve the service tenure as specified in the Training Agreement (Subject to satisfaction of Infogain w.r.t. point 4, 5 & 6)
- The Company will expect you to work with a high standard of initiative, efficiency, and economy. During the training period & subsequent service tenure, if any Company reserves the right to terminate the traineeship or employment any time, if your performance not found satisfactory or for misconduct, without compensation or notice.
- In the event of your leaving the services, you will have to give 60 days' notice during training and upon confirmation 90 days' notice period for winding up the assignments/tasks, you were handling. However, the Company may relieve you before the completion of stipulated time period.
- On your joining day, you are required to submit the documents for our records, as mentioned in the list enclosed.
- You are requested to report for your duties on **25th January 2022.**

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

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Annexure-I

List of Documents to be produced at the time of joining

I. **Aadhaar (As per government notification, it is mandatory to produce it. It will be linked to your PF account. If not submitted, it will not be possible to complete the joining formalities.)**
I. Date of Birth Certificate (10th Certificate).
II. Copies of your Academic Degree/ Certificate/ Mark sheet (All Semesters). Post-Graduation documents also to be provided in case you are a PG Degree holder.
III. Copy of your passport.
IV. Copy of PAN card. (**Mandatory**)
V. Current Address Proof (Rent Agreement/Utility Bills/Affidavit etc.).
VI. Permanent Address Proof.
VII. **Five** latest passport size photographs.
VIII. For Bank Account Opening:
- Original PAN Card and original Passport/Voter ID Card/Driving License.
- Cheque (mandate to have name printed on it) or Bank Statement

If you have an active saving account with ICICI BANK, please furnish the details. You may continue to use it at Infogain.

Note:

- As per Infogain policy, you will be subjected to Background Verification pre/post your date of joining.
- You are advised to carry "**3 Copies**" of all the above-mentioned documents on your date of joining.

Neelima Trehan

Neelima Trehan | Sr. Manager-Campus Cell
M: (+91) 9958114616 | O: 91-120- 2445144
infogain.com | Engineering Business Outcomes

ATTESTED

Agreed and Accepted

Date:

Place:

Principal
Trident Academy of Technology
Bhubaneswar-751024

Infogain India Pvt. Ltd.
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Gautam Budh Nagar - 201301, U.P. India
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- You shall be required to sign necessary Training Agreement with the Company and complete various formalities, to secure the interests of the Company and your performance and adherence to all terms, conditions, rules, and regulation of the Company, at the time of joining the Company as Software Engineer Trainee.

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Trident Academy of Technology
Bhubaneswar-751024

Registered Office: I-25, Jangpura Extn., New Delhi - 110014
Corporate Identification Number (CIN): U74899DL1991PTC044361

Infogain India Pvt. Ltd.
A-16 & A-21, Sector-60, Noida,
Gautam Budh Nagar - 201301, U.P. India
Phone: +91-120-2445144, 6226000
Email: info@infogain.com, Web:
www.infogain.com

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- On your joining day, you are required to submit the documents for our records, as mentioned in the list enclosed.
- You are requested to report for your duties on **25th January 2022.**

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II. Copies of your Academic Degree/ Certificate/ Mark sheet (All Semesters). Post-Graduation documents also to be provided in case you are a PG Degree holder.
III. Copy of your passport.
IV. Copy of PAN card. (**Mandatory**)
V. Current Address Proof (Rent Agreement/Utility Bills/Affidavit etc.).
VI. Permanent Address Proof.
VII. **Five** latest passport size photographs.
VIII. For Bank Account Opening:
    - Original PAN Card and original Passport/Voter ID Card/Driving License.
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If you have an active saving account with ICICI BANK, please furnish the details. You may continue to use it at Infogain.

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Neelima Trehan

Neelima Trehan | Sr. Manager-Campus Cell
M: (+91) 9958114616 | O: 91-120- 2445144
infogain.com | Engineering Business Outcomes

ATTESTED

Agreed and Accepted

Date:

Place:

Principal
Trident Academy of Technology
Bhubaneswar-751024

Infrasoft Technologies Limited
Corporate Office: 904, 9th Floor, Ackruti Star, Central Road,
MIDC Andheri (East), Mumbai 400 093.
Tel: +91-22-6101 2200 Fax: +91-22-6101 2222
Email: corporate@infrasofttech.com, Website: www.infrasofttech.com
CIN : U72900MH1995PLC135094

InfrasoftTech
Fintech Digital Solutions

InfrasoftTech/Selection/21-22/170 **December 30, 2021**

Danish Quamar Khan

Sub: Letter of Selection

Congratulations!!

We are pleased to confirm your selection under our Graduate Engineer Campus Drive 2022-23. Please find below the details of our preliminary offer.

1. You will be designated as **Trainee Associate Consultant** at grade **A** and will be based at any of our development centers in India**.**
2. Your exact date of joining will be communicated by mid 2022. A formal offer with breakup of your salary structure will be shared on the day of joining the organization.
3. You shall be entitled to an all inclusive annual gross compensation of **Rs. 500000.00/-** (Rs. Five Lakh only) per annum.
4. You will be on probation for a period of six months and would be confirmed upon successful completion of your probation based on your performance.

Undertakings:

A) You undertake that there are no claims of damages or legal actions of any nature instituted against you by any of your colleges graduated from / previous employers. Neither the colleges you have graduated from, nor your previous or current employer/s have instituted any action against you on account of any criminal activity, mis-appropriation of funds, operating in concert with competitors, undertaking dual profession, claims on loss or damage to company's property, harassment of co-workers etc. You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. You confirm that you have adequately declared any such information prior to you accepting this offer.

B) You are required to undergo pre-employment health check-up prior to joining. In addition you confirm that you have adequately declared in writing any kind of a medical problem which you may have had in past or present, prior to you accepting this offer.

C) You undertake that you have not been involved with drug abuse or have not been suffering problems with alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior you accepting this offer.

This offer is valid, subject to:

a. No adverse change in business plans of the company. Please note the organisation has full authority to withdraw your offer in case of any economic downturn within.
b. Completion of your graduation without any backlogs in your last semester.
c. The above undertakings proven true on accepting the offer & during the tenure of your association with the company.
d. All details furnished by you being proven true.
e. Satisfactory medical fitness certificate provided by you
f. Clearance of your Background Verification (includes Identity, Education, Criminal Court, Address & Global Database Check) from our contract agency.

Kindly confirm your acceptance by signing the duplicate of this letter.

Thanking you,
For **Infrasoft Technologies Limited**

Sonali Bhave
Global Head– Human Resources

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Principal
Trident Academy of Technology
Bhubaneswar-751024

PRIVATE & CONFIDENTIAL

intellect®
Design for Digital

Date: 28-Dec-21

Ref No: CORP/CHP/0210

Dibyaprakash Prusty
Naranapat Kanikapada Jajpur 755011 Odisha.

Sub: Your Offer of Employment in Intellect

Dear **Dibyaprakash Prusty,**

Thank you for the time you invested in exploring career opportunity with Intellect. Through the campus hiring process we have determined that your capabilities are aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120.** Your base location shall be **Hyderabad.** We are looking forward to welcoming you on your date of joining. We would communicate your date of joining in due course of time to your E-mail address on file with us. Your joining date will be after completion of your final semester exams. Please note that this offer shall stand to be void if you do not meet the qualifying criteria for award of the degree by the University.

Your gross compensation shall be **INR 500,000/- (Rupees Five Lakhs) per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent. Backed by this confidence the organization is happy to assure you **100% of your variable pay component for the first two years** of employment with us. However, we would like to see you earning up to the maximum of **130%** of your variable pay component. The same shall be determined through the robust Performance Development Dialogue process that measures contribution during every year and sets you up for success in the next year.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

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Dibyaprakash Prusty.
(Signature of Associate)

1. **Employment Terms:**

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

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2. **Leave Eligibility**

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. **Working Hours**

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. **Transfer**

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. **Medical Fitness**

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. **Associate Representation**

a) Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

b) You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

c) If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek

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specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

d) A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter.

7. Notice Period & Termination

a) Your employment may be terminated by either party upon giving 90 day's notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualised Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

b) You are required to sign a training agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, which agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who

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becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;

ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Intellect Design Arena Ltd.,**

PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

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Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
A. Annualised Monthly Components	
Basic	180,000/-
House Rent Allowance	90,000/-
Advance against Statutory Bonus	16,800/-
Special Allowance	142,942/-
Total (A)	**429,742/-**
B. Retiral Benefits	
Provident Fund	21,600/-
Gratuity	8,658/-
Superannuation	
Total(B)	**30,258/-**
Fixed Component (A+B)	**460,000/-**
C. Variable Pay	
Individual Performance Based Pay	27,600/-
Team & Orgn Performance Based Pay	6,900/-
Annual Performance Driven Pay (C)*	**34,500/-**
D. Other Benefits	
Medical & Accident Insurance	5,500/-
Benefits (D)	5,500/-
Total A + B + C + D	**500,000/-**

***Provident Fund:** Employer contribution as per provisions of the Provident Fund Act*

***Gratuity:** The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act*

***Superannuation** is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.*

***Variable Pay / Annual Performance Driven Pay (APDP)** are linked to performance against targets that are set and agreed with your supervisor. The payout amount is assured with 100% for the first year and the second year. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.*

***Medical Insurance Premium** amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you is INR 3 lakhs per annum.*

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I have carefully read and understood the above offer terms including the terms contained in Annexure A and agree that the provisions of this letter and the Annexure A are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : Dibyaprakash Prusty

Name : Dibyaprakash Prusty

Date : 03.01.2022

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LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in **original,** with a copy of each.

1. **Three passport size photographs with red background**
2. **Copy of 12th Standard Mark sheet**
3. **Provisional certificate for Under Graduate Degree along with Semester wise Mark sheet**
4. **Copy of Aadhar Card**
5. **Pan Card number (if available)**
6. **Copy of Passport – first and last page (if Passport is available)**

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Bhubaneswar-751024

IntelliPaat
Software Solutions Pvt. Ltd.

AMRTech Park 3,Ground Floor,
Tower B, Hongasandra
Village, Bommanahalli,
Hosur Road,
Bengaluru-56008
(M):+91702237464
www.intellipaat.com

Date: June 25th, 2022

FORM 'A'

To,

Anjali Gupta
Bangalore

Dear Anjali Gupta,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the

same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dewakar Singh Bisht
Director– Human Resources

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

IntelliPaat
Software Solutions Pvt. Ltd.

AMRTech Park 3,Ground Floor,
Tower B, Hongasandra
Village, Bommanahalli, Hosur
Road, Bengaluru-560068
(M):+917022374614
www.intellipaat.com

Date: June 25th, 2022

To,

Anjali Gupta
Bangalore

Dear Anjali Gupta,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **Intellipaat Software Solutions Pvt. Ltd.,** on the following terms and conditions:

1) **Designation:**

Your designation will be **'Business Development Trainee'.**

2) **Compensation & Benefits:**

a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.

b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs.**1,00,000**/-of insurance after 3 months of joining).

c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.

d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) **Effective Date of Joining:**

You are requested to report for duty on **August 1st 2022.** Your application will come into effect from your date of joining

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Bhubaneswar-751024

IntelliPaat
Software Solutions Pvt. Ltd.

4) **NoticePeriod:**

Subject to any other agreement between you and the company:

a) The probation period is **4 months.**

b) Your employment is terminable by Intellipaat without giving notice in writing in the probation period.

c) You need to serve **2 months** of notice period without fail, or else the management of Intellipaat can hold your salary/experience letter/relieving letter after joining.

d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.

e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) **Service Conditions and Non-Disclosure Agreement:**

a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.

b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed only on the following month.
- Your first month salary will be credited on **20th** of the month

Yours truly,

For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dewakar Singh Bisht
Director– Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

Name:_____

Signature:_____

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Place:

Date:

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Trident Academy of Technology
Bhubaneswar-751024

IntelliPaat
Software Solutions Pvt. Ltd.

Annexure

Name: Anjali Gupta

Particulars	First 4 months	Next 4 months	After 8 months	Yearly
Basic	11,340	12,990	18,490	221,880
HRA	5,160	5,760	7,760	93,120
Conveyance Allowance	1,600	1,600	1,600	19,200
Mobile bill	516	576	776	9,312
Broadband bill	516	576	776	9,312
Medical reimbursement	1,250	1,250	1,250	15,000
Special allowance	1,618	2,248	4,348	52,176
PF (Employees Contributions)	1,800	1,800	1,800	21,600
PF (Employer Contributions)	1,800	1,800	1,800	21,600
Professional Tax	200	200	200	2,400
Fixed Cost to Company	**25,800**	**28,800**	**38,800**	**465,600**
Performance Based Incentives				400,000
Total Cost to Company				**865,600**

During your first 8 months you are eligible to get upto Rs 200,000/- as incentive based on your performance.

Documents required during Joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID

2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card

3. **Employment Verification Documents**

a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
b) Copy of current employer's Relieving and Work Experience Letter.
c) Copy of last 3 months' Salary Slip / Certificate.

4. **Other Documents:**

a) Passport Size Photographs (3).
b) Copy of PAN Card.
c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For Intellipaat Software Solutions Private Limited

Intellipaat Software Solutions Pvt. Ltd. Bangalore

Dewakar Singh Bisht
Director– Human Resources

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Bhubaneswar-751024

Interstellar Testing Centre Pvt Ltd

(NABL, FSSAI, APEDA, BIS, MOEF&CC, SPCBs, AGMARK, NABET,
ISO, OHSAS, GLP, DRUG CONTROLLER, AYUSH, ESI
DELHI, AIRFORCE DELHI Approved and Others)
Plot no. 86, Industrial Area, Phase-1, Panchkula-134109 (Haryana)
Email: customersupport@itclabs.com
GSTIN: 06AAECI0497E1ZP & HSN/SAC Code: 998346

REF: ITC/HR/OL/1022/003 Date: 25-10 -2022

Mr. Rahul Kumar Singh.

Q/121/961 U.C.I.L Colony Narwapahar, Jamshedpur,

Jharkhand-832112

SUB: OFFER LETTER

Dear **Mr. Rahul Kumar Singh**.,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you the position of **Executive**, Department – **Business Development**. In Interstellar Testing Centre Pvt. Ltd based at **Panchkula.**

On the terms and Conditions as follows:

1. Your remuneration package, including prerequisites will be given at Annexure -1

2. This offer is valid from the date of your joining, which should not be later than 01St Nov 2022. You will be issued a formal appointment letter with defined terms & conditions upon joining the Company.

3. Kindly handover below mentioned essential documents at the time of joining or forward the same to

Enable us to issue you the appointment letter:A. Qualification Certificate (10th, 10+2, Higher Education), B. Identity Proof (Aadhar Card, Pan Card),C. NOC From previous Employer/ Relieving Letter, D. Salary Slip (Last Three Months) and Bank account number (if any), E. UAN Number (If Any) ESIC No) If Any), F. Experience Certificate (All Previous Employers), G. Colour passport size Photo graphs – Four copies

4. This offer is subject to reference check and submission of 'A Medical Fitness Certificate from a Registered Medical Practitioner and all above required document at the time of joining.

5. You are advised to bring your Original Certificates for verification.

6. This offer will be subject to receipt of satisfactory verification of the particulars given by you in your application form.

7. Any omission, inaccuracy or failure to disclose all the relevant particulars and information with respect to Personnel Records tendered by you, may be deemed sufficient reason to withhold or suspend this offer. Kindly sign the duplicate copy of this letter as a token of your acceptance of this offer and send it back to the undersigned for record.

Yours faithfully,



Mr. Gurudatta Panda
Ast.Manager HR
ITC Labs,PVT LTD

I confirm having read and understood the above terms & conditions and promise to abide by all the terms

& conditions as specified above.

Signature of the candidate _____.

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Bhubaneswar-751024

Interstellar Testing Centre Pvt Ltd

(NABL, FSSAI, APEDA, BIS, MOEF&CC, SPCBs, AGMARK, NABET, ISO, OHSAS, GLP, DRUG CONTROLLER, AYUSH, ESI DELHI, AIRFORCE DELHI Approved and Others)

Plot no. 86, Industrial Area, Phase-1, Panchkula-134109 (Haryana)

Email: customersupport@itclabs.com

GSTIN: 06AAECI0497E1ZP & HSN/SAC Code: 998346

Annexture -1		
Name	Rahul Kumar Singh.	
Designation	Executive	
Department	BD	
Location	Panchkula.	
Joining Date	01-11-2022	
Structure Details	**Salary per annum**	**Salary per month**
A) Monthly Components		
Basic	1,20,000	10,000
HRA	48,000	4,000
Conveyance Allowance	24,000	2,000
Medical Allowance	16,800	1,400
Special Allowance	36,000	3,000
Total (A)	2,44,800	20,400
B) Reimbursement		
Driver	-	-
Fuel	36,000.00	3,000.00
Medical Insurance	-	-
LTA	-	-
Total (B)	36,000	3,000
Total (A + B)	2,80,800	23,400
C) Statutory		
ESIC	7,956	663
PF	14,400	1,200
Gratuity	5,772	481
Total (C)	28,128	2,344
Total (A + B + C)	3,08,928	25,744
D)Performance Bonus	61,786	5,149
Total CTC (A + B + C+ D)	3,70,714	30,893

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Interstellar Testing Centre Pvt Ltd

(NABL, FSSAI, APEDA, BIS, MOEF&CC, SPCBs, AGMARK, NABET,
ISO, OHSAS, GLP, DRUG CONTROLLER, AYUSH, ESI
DELHI, AIRFORCE DELHI Approved and Others)
Plot no. 86, Industrial Area, Phase-1, Panchkula-134109 (Haryana)
Email: customersupport@itclabs.com
GSTIN: 06AAECI0497E1ZP & HSN/SAC Code: 998346

REF: ITC/HR/OL/1022/003 Date: 25-10 -2022

Mr. Rahul Kumar Singh.

Q/121/961 U.C.I.L Colony Narwapahar, Jamshedpur,

Jharkhand-832112

SUB: OFFER LETTER

Dear **Mr. Rahul Kumar Singh**.,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you the position of **Executive**, Department – **Business Development**. In Interstellar Testing Centre Pvt. Ltd based at **Panchkula.**

On the terms and Conditions as follows:

1. Your remuneration package, including prerequisites will be given at Annexure -1

2. This offer is valid from the date of your joining, which should not be later than 01st Nov 2022. You will be issued a formal appointment letter with defined terms & conditions upon joining the Company.

3. Kindly handover below mentioned essential documents at the time of joining or forward the same to

Enable us to issue you the appointment letter:A. Qualification Certificate (10th, 10+2, Higher Education), B. Identity Proof (Aadhar Card, Pan Card),C. NOC From previous Employer/ Relieving Letter, D. Salary Slip (Last Three Months) and Bank account number (if any), E. UAN Number (If Any) ESIC No) If Any), F. Experience Certificate (All Previous Employers), G. Colour passport size Photo graphs – Four copies

4. This offer is subject to reference check and submission of 'A Medical Fitness Certificate from a Registered Medical Practitioner and all above required document at the time of joining.

5. You are advised to bring your Original Certificates for verification.

6. This offer will be subject to receipt of satisfactory verification of the particulars given by you in your application form.

7. Any omission, inaccuracy or failure to disclose all the relevant particulars and information with respect to Personnel Records tendered by you, may be deemed sufficient reason to withhold or suspend this offer. Kindly sign the duplicate copy of this letter as a token of your acceptance of this offer and send it back to the undersigned for record.

Yours faithfully,



Mr. Gurudatta Panda
Ast.Manager HR
ITC Labs,PVT LTD

ATTESTED

I confirm having read and understood the above terms & conditions and promise to abide by all the terms

& conditions as specified above.

Signature of the candidate _____.

Principal
Trident Academy of Technology
Bhubaneswar-751024

Interstellar Testing Centre Pvt Ltd

(NABL, FSSAI, APEDA, BIS, MOEF&CC, SPCBs, AGMARK, NABET,
ISO, OHSAS, GLP, DRUG CONTROLLER, AYUSH, ESI
DELHI, AIRFORCE DELHI Approved and Others)
Plot no. 86, Industrial Area, Phase-1, Panchkula-134109 (Haryana)
Email: customersupport@itclabs.com
GSTIN: 06AAECI0497E1ZP & HSN/SAC Code: 998346

Annexture -1		
Name	Rahul Kumar Singh.	
Designation	Executive	
Department	BD	
Location	Panchkula.	
Joining Date	01-11-2022	
Structure Details	**Salary per annum**	**Salary per month**
A) Monthly Components		
Basic	1,20,000	10,000
HRA	48,000	4,000
Conveyance Allowance	24,000	2,000
Medical Allowance	16,800	1,400
Special Allowance	36,000	3,000
Total (A)	2,44,800	20,400
B) Reimbursement		
Driver	-	-
Fuel	36,000.00	3,000.00
Medical Insurance	-	-
LTA	-	-
Total (B)	36,000	3,000
Total (A + B)	2,80,800	23,400
C) Statutory		
ESIC	7,956	663
PF	14,400	1,200
Gratuity	5,772	481
Total (C)	28,128	2,344
Total (A + B + C)	3,08,928	25,744
D)Performance Bonus	61,786	5,149
Total CTC (A + B + C+ D)	3,70,714	30,893

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Justdial

To,
Amit Gour
Kolkata

Dear Amit,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant** on the following terms and conditions:

Your Employee Code is **10153239.**

1. Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **06-02-2024** and your place of posting is **HAZARIBAGH**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

2. Compensation

Your consolidated compensation per annum on Cost to Company basis is **INR 276000 (Two lakh seventy six thousand only),**which is detailed in the Annexure. The payments of monthly remuneration, incentive and other payouts are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

The details of your compensation are as follows:
1. CTC per month - First 3 months - Rs. 18400/-
2. CTC per month - 4th month onwards - Rs. 23000/-
3. Retention Bonus* - Payable at the end of 4 months - Rs.13800/-
4. Total CTC per annum - Rs. 276000/-

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Amit gour
09-02-2024 10:02:16

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*__You will be eligible for Salary revision & Retention bonus__ on successful completion of 4 months and being active in the system (Resigned / Notice serving not eligible) till the salary pay date(4th month)

Further details are given in the **Annexure.**
Incentive **or** Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active or under notice period on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

3. Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

4. Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

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5. Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

6. Inventions and Patents

All inventions, creations, developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

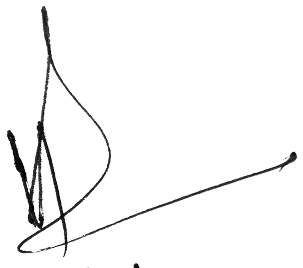
You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

"Accepted By"



Amit gour
09-02-2024 10:02:16

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7. Background Verification

The Company reserves the right to conduct Internal / External Background verification check anytime during the tenure of your employment and employees are expected to co-operate for the same. Any negative report may lead to disciplinary / legal action including termination of your employment with immediate effect without notice and/or without any payment in lieu of notice. Background Verification also includes Behavioral, attitude aspects apart from Qualification / Education, Employment, Criminal etc.

8. Termination of Employment

a. Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof or salary in lieu of notice period.

b. Your services may be terminated after confirmation by giving 30 days

c. In case of short notice period, Company shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

d. If you are absent for a continuous period of 15 days without prior written approval of your reporting, (including overstay on leave etc.) then it will result in loss of your employment and the same shall automatically come to an end without any notice or intimation from Company.

e. In case of absconding or unauthorized absence from work without prior written approval of your reporting or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the Company.

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Amit gour
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f. The Company shall be entitled to terminate your employment without notice, indemnities, and compensation in any of the following events but not limited to:

i. if you are, in the opinion of the Company involved in any forgery or fraud, disobedience, disorderly behavior, negligence, indiscipline, absenteeism or any other misconduct considered as deterrent to our interest or of violation of one or more terms of the employment or policies.

ii. if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;

iii. if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of any of the Company's affairs or any of its subsidiaries or related companies.

g. Company shall also be entitled to recover including but not limited to any cost, expenses, any penalty, interest or damages caused to Company due to any of your acts of omission.

h.You agree that at the time of leaving the employment, you will deliver to the Company (and will not keep in his/her possession, recreate or deliver to anyone else) all Confidential Information as well as all other devices, assets, records, data, notes, reports, proposals, lists, correspondence, specifications, equipment, customer or client lists or information, or any other documents or property belonging to the Company or any of its Affiliates. In the event if you fail to return any properties (as mentioned above), Company reserves the right to withhold all your dues and it may initiate appropriate legal proceedings against you.

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09-02-2024 10:02:16

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9. Performance Adherence

Your performance will be evaluated based on the targets / task allotted to you by your reporting Authority on time-to-time basis / periodical basis, Failing to achieve the target can lead to termination on performance ground or other similar grounds with or without notice period or salary in lieu of notice period. However, the decision by management will be final.

10. Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

11. Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

12. Business Continuity

On the occurrence of any events like Acts of God, fire, flood, explosion, earthquake, or other natural forces, war, accident, epidemics, any labor disturbance, action of Statutory Authorities or local or Central Governments, change in Laws (force majeure events) or any other acts which are beyond control of the Company, it (Company) may alter the terms of employment or may take other necessary steps to ensure business continuity of the Company.

13. "My JD" Mobile Application

In "My JD"mobile application (My JD App), you can access Company's documents, policies & procedure, records, all notifications, including but not limited to your letters, leave and attendance and other records which are uploaded / facilitated to you all the time. It is your sole responsibility to go through the documents as uploaded in My JD App as required and keep yourself updated about all the policies & process of the Company and any amendment thereof and abide by the same all the time, in addition to any other applicable policies and processes that you may need to adhere during the term of your employment.

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09-02-2024 10:02:16

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14. General

a. You will be eligible for the benefits of the Company's Leave Rules/holiday policy during the employment terms, as updated in JD App from time to time.

b. To ensure that our employees have a good work-life balance, we encourage our employees to utilize their leaves, so that they return to work rejuvenated with a fresh zeal and hence any forms of leave encashments are not applicable. Though un-availed PL can be accumulated as detailed in the Leave policy.

c. Employees are encouraged to discuss their Leaves / Annual Leave planner with their reporting manager at least 15 days in advance before applying in MyJD for mutual and consensus business operations.

d. Please note that individual salary is a confidential matter and not to be discussed with any other employee.

e. You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

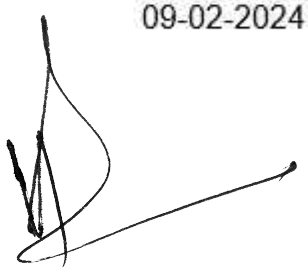
f. You clicking on "accept the appointment letter" through the link, confirms that you have read, agreed, acknowledged and accepted all the terms and conditions of employment with Just Dial and that you will abide by all the policies and process laid down by the company from time to time.

"Accepted By"



Amit gour
09-02-2024 10:02:16

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15. AUTHORIZATION FOR ANTECEDENT VERIFICATION

Upon your consent to your appointment letter, you hereby affirm your consent or no objection to the Company (including its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Company has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company, or its group companies / any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments / usage of information and data for the purpose of your employment with the organisation.

Please note-

Acceptance of the appointment letter needs to be done electronically by you & confirms that you have given complete acceptance of the appointment letter & its terms of employment.
In case you have not accepted the appointment letter within 24 hours from the receipt of the link,it will be deemed by the organization as an acceptance of appointment letter & its terms of employment.

After the electronic acceptance of the Appointment letter, Company may ask you to submit the duly signed hard copy of the letter to Just Dial's office.

Yours sincerely,
For Just Dial Limited

Mudra Rastogi
Regional Head - Human Resources

"Accepted By"

Amit gour
09-02-2024 10:02:16

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Annexure:-

Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Amit Gour	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	06-02-2024	
CTC (in INR)	276000/- per annum	
Pay structure	**Monthly** (First 3 months)	**Monthly** (4th Month onwards)
Fixed Components		
Basic	10826	10826
House Rent Allowance (HRA)	4863	5413
Attire Allowance	0	2148
Field Allowance	0	1757
Salary (C1)	**15689**	**20144**
Statutory Components		
Employer PF Contribution	1299	1299
Employer ESIC Contribution	510	655
Benefit's(C2)	**1809**	**1954**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**902**	**902**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**18400**	**23000**
Deductions		
Employee PF Contribution	1299	1299
Employee ESIC Contribution	118	152
Total Deductions (b)	**1417**	**1451**
***Net Take Home {a - b - C2}**	**15174**	**19595**
Overall CTC	**18400**	**23000**

* **Net Take Home** is subject to Applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

Yours sincerely,
For Just Dial Limited

Mudra Rastogi
Regional Head - Human Resources

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Principal
Trident Academy of Technology
Bhubaneswar-751024

"Accepted By"

Amit gour
09-02-2024 10:02:16

Date: 27th October 2022

S.No:ZT-FT201022-28

Name- Karthik Kumar

Address
Sunari street, Jeypur(M), Koraput, Odisha - 764001

Dear Karthik Kumar,

Subject: Offer of employment for the position of "Trainee Engineer".

Congratulations! We are pleased to offer you employment in **ZeTechno Products & Services Pvt Ltd.** as ***"Trainee Engineer"*** I am sure you will be delighted with the benefits and opportunities that ZeTechno provides you.

1. You will need to do your internship for a period of **Three** months at **ZeTechno**. You will be paid a consolidated monthly remuneration of INR **20,000/-** (Rupees Twenty Thousand only). Your internship **start date will be informed to you soon.28** You will be working from Monday to Saturday (6 days a week) during your internship.
2. After successful completion of the internship, you will join ZeTechno as a full-time employee.
3. You will be entitled to an annual Cost to Company (CTC) of **INR 4,93,834/- (Rupees Four Lakhs Ninety Three Thousand Eight Hundred and Thirty Four only per annum).** Your tentative date of joining as a full-time employee will be communicated to you after successful completion of your internship. **28**
4. You will be provided with a comprehensive appointment letter on the day of joining as full-time employee.
5. Your individual remuneration is solely a matter between yourself and the Company and details in this letter must not be disclosed and/or discussed with others.
6. Your promise of staying with the company for a **minimum period of Twenty four (24) months of full time employment** is taken into consideration while issuing this appointment order. It is required that you stand by your commitment. During this period, you will be eligible for salary revisions as per the company rules and practices. In case you must leave the company on your own accord before completing the mandatory period of Twenty four months, you will (a) need to adhere to minimum prior notice period, and (b) need to pay the company an amount equivalent to your six months latest drawn gross salary.

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7. **Expectations:**
   - You will use all the available resources to learn and upskill your technical knowledge and be ready to be deployed within the stipulated time on the projects (Internal/external).
   - You would develop and deliver customer's requests with the ServiceNow platform capabilities and APIs.
   - Perform reviews and do unit testing.
   - Participate in Scrum meetings

8. **Benefits in hoard for you:**

   - You will be paid a joining bonus of **Rs.25,000/-** along with the first month salary.
   - If you relocate to Hyderabad within the first month of joining, you will be paid **Rs.10,000/-** as relocation assistance to move to Hyderabad.
   - You will also be entitled for **Health Insurance, PF, Retention Bonus, Referral Bonus, Certification Reimbursement etc.**
   - You will be eligible for 12 days of earned leave and 6 days of casual/sick leave prorated from your date of joining. You will also be eligible for 10 days Company paid holidays as outlined in the company holidays list.

You shall have to enter into a separate **Employment, Confidential Information, and Non-Disclosure Agreement** with the Company on the day of joining.

You will need to submit the Xerox copies of all educational qualifications, ID address proofs along with five passport size photographs at the time of joining ZeTechno.

We take pleasure in welcoming you to ZeTechno and sincerely hope that your stint of employment with us will be long, pleasant and mutually beneficial. We are confident, you will make a significant contribution to the success of the organization.

Please sign a copy of the offer letter and return to us as a token of your acceptance.

With Best Regards,
ZeTechno Products and Services Pvt. Ltd.

Savithri Ghadiyaram
Manager - HR

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Bhubaneswar-751024

Offer Letter – Internship/043/2021-March

Date: 1 March'2021
Name: Ankit Kumar Singh
Mobile: 8409032121
Email id: ankitkumar.uzi@gmail.com

Dear Ankit,

On behalf of LivNSense Technologies Pvt Ltd., I am pleased to extend to you this offer as an Intern, reporting to our industry expert for any of our live/inhouse Project. As part of this project, you would undergo the required training by our experts.

You will be paid stipend of INR 5,000 per month all applicable [taxes deduction as applicable], effective expected date of joining i.e., 1st Mar'2021. As an intern you will not receive any of the employee benefits that regular Company employees receive. Your absence from work will be treated as Loss of Pay. You would be expected to report any leaves/absence from work to HR at LivNSense.

Your internship is expected to end on 31st August 2021. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, by giving one-week notice. Also based on your performance during this period can be converted as well.

1. You need to work in a secured environment, with individual laptops/desktops and good internet connectivity. It is important to ensure our corporate security policy and IP/Solutions confidentiality during the internship period.

2. During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.

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

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4. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.

6. You will be required to maintain at most secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company policies, Company's patterns & Trademark and company's Human assets profile.

7. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged or made public by you even thereafter.

8. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

9. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealt with the company and if you are offered any, you should immediately report the same to the Management.

10. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody, or charge.

11. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

ATTESTED

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We welcome you to The **LIVNSENSE TECHNOLOGIES PRIVATE LIMITED** family and look forward to a fruitful collaboration.

With best wishes,

Authorized Signatory
Human Resources Dept.

For **LIVNSENSE TECHNOLOGIES PRIVATE LIMITED**

I agree to accept internship on the terms and conditions above mentioned. The original of this letter is in my possession.

Place: _____ Name: _____

Date: _____ Sign: _____

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MUTUAL NONDISCLOSURE AGREEMENT

THIS MUTUAL NONDISCLOSURE AGREEMENT ("NDA") is entered on **1st March 2021** by and between:

LivNSense Technologies Pvt Ltd having a place of business at #1567, NGR Arcade, 4th Floor, 27th Main Road HSR Layout Sector 2, Bengaluru – 560102, Karnataka State, India, henceforth called as [Disclosing Party]

And

Ankit Kumar Singh as an individual and having an address: ----------
----------, henceforth called as Receiving Party.

and governs all disclosures of the subject matter herein which are made by either party ("Disclosing Party") to the other party ("Receiving Party") from the Effective Date until this NDA is terminated, which shall be upon written notice having been given by either party to the other party and the same being accepted by the other party, or in any event 48 months following the Effective Date. All obligations hereunder shall continue for 48 months from the date of disclosure.

In consideration of the premises and covenants of this NDA, the parties agree as follows:

1. Each party desires to furnish to the other party certain information that the Disclosing Party regards as proprietary. Such information may include, but is not limited to, information of the Disclosing Party relating to client information, services, methodologies, products, manufacturing processes, business strategies and plans, customer lists, research and development programs, and such other information, if any, including: Proprietary, technical, marketing, sales, operations, financial and any other type of information ("Confidential Information"). Confidential Information may be furnished in any tangible or intangible form including, but not limited to, writings, drawings, computer tapes and other electronic media, samples, and verbal communications. Any Confidential Information furnished in tangible form shall be conspicuously marked as such and the content of any verbal communication will be clearly identified as the Confidential Information.

2. LivNSense Technologies Pvt Ltd is in onboarding **Ankit Kumar Singh** as an Intern and as such shares the company and customers confidential information with him. All existing and jointly developed new information solely belongs and is owned by LivNSense Technologies Pvt Ltd. This clause supersedes any other clause in this NDA or any previous verbal and written communications.

3. Each party agrees that for a period of four years from the date of disclosure it shall not disclose Confidential Information received from the Disclosing Party to any third party nor use such Confidential Information for any purpose other than to evaluate its interest in the mutual business described above. The Receiving Party shall use the same degree of care in maintaining the

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confidentiality of the Confidential Information as it uses with respect to its own information that is regarded as confidential and/or proprietary by such party, but in any case, shall at least use reasonable care. Each party agrees that it will restrict the access of all Confidential Information to only those of its employees and consultants who have need to be informed of the Confidential Information for the purposes for which the Confidential Information is provided.

4. The obligations of confidentiality and limitations of use shall continue for the period stated in Section 3; provided, however, neither party shall be liable for any disclosure of Confidential Information if the same information: (i) is in the public domain at the time of disclosure or later comes within the public domain, except through the acts or omissions of the Receiving Party; (ii) is known to the Receiving Party at the time of its disclosure; (iii) is approved for release by written authorization of the Disclosing Party; (iv) become known to the Receiving Party from a source other than the Disclosing Party without breach of an obligation of confidentiality; (v) is disclosed to one or more third parties by the Disclosing Party without restriction; (vi) is independently developed by employees or representatives of the Receiving Party without access to or use of the Confidential Information; or (vii) is subject to disclosure in accordance with a court order.

5. The receiving party agrees that it will make no copies of any Confidential Information received from the other party without the Receiving Party having first obtained the written authorization for such copies from the Disclosing Party. Upon request by the Disclosing Party, all items of Confidential Information shall be returned to the Disclosing Party, or destroyed, with the Receiving Party certifying the destruction thereof.

6. The Disclosing Party makes no warranty as to the accuracy of any Confidential Information, which information is furnished "AS IS." All right, title, and interest in and to the Confidential Information shall be and remain that of the Disclosing Party. No right or license and no authorization or consent (other than the consent expressly set forth herein), express or implied, to use any Confidential Information is granted hereunder, and the Receiving Party agrees to be so limited with respect to all Confidential Information received hereunder.

7. Receiving party agrees that it shall not attempt to, or knowingly, export or re-export Confidential Information of the Disclosing Party to any country without first having obtained all necessary approvals therefor.

8. The parties agree that this NDA and all disputes arising hereunder shall be governed by the laws of India. In addition, it is acknowledged and agreed that since a breach of the obligations of this NDA is likely to cause irreparable harm to the Disclosing Party and that money damages alone may be inadequate as a remedy for a breach of such obligations, the Receiving Party agrees that a Disclosing Party may seek injunctive relief of any provision of this NDA.

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Bhubaneswar-751024

9. This NDA constitutes the entire understanding between the parties as to the Confidential Information. No amendment or modification of this NDA shall be valid or binding on the parties unless

made in writing and signed on behalf of each of the parties by their respective duly authorized representatives.

This NDA has been signed by the duly authorized representatives of the parties in identical counterparts, all of which comprise but one agreement on the subject matter hereof.

By: LivNSense Technologies Pvt Ltd	**By:**
Name: Niniva Roy	Name: ----------
Title: Department Of HR	Title: ----------
Date: 1st Mar 2021	Date: ----------

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Trident Academy of Technology
Bhubaneswar-751024

Ref.: CSMPL/OL/BBSR/BSS/30-03/3174 **Date: 30-Mar-2018**

Dear **Ms. Ananya Singh,**

We are pleased to confirm our offer of employment for the position of ***Project Intern*** in the department of Business Solutions & Services (BSS) in M1 - 1 Grade, with effect from 21st June 2018. Your work location would be Bhubaneswar, Odisha.

Your salary would be **Rs. 10,000/-** (Rupees Ten Thousand only) per month.

Basic	HRA	Conveyance	Gross	Productivity Bonus	Commitment Bonus	Final Gross	EPF	ESI	Gratuity	Net	CTC
	40%	10%						1.75%			
2900	1160	290	4350	2651	2651	9652	696	169	121	9014	10000

As customary to the organization and also to understand each other better, you would undergo an Internship for a period of **12 months** from the date of joining. Any reconsideration, from either you or us, may be considered within or before the completion of this period.

Your reporting time is at 10.00 A.M on the Date of Joining. On this date, please furnish softcopies of documents supporting your educational qualification, ID Proof (Driving License/Voter ID/Passport), Pan Card, Aadaar Card, Passport, Medical Fitness Certificate & two original Passport sized color photographs.

Please send your acceptance by replying to the email by 2nd April 2018, post which the offer will get cancelled. Further, for any clarifications, please feel free to contact us on **0674-6635934** or write to us at hrd@csmpl.com.

We want to take this opportunity to welcome you into the company.

Yours Sincerely,

Name: Lagna Panda
Designation: Chief Resource Manager
Email: lagna.panda@csmpl.com

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Trident Academy of Technology
Bhubaneswar-751024

Mangala Associates Pvt. Ltd.

(An ISO 18001:2007 Certified Company)

OFFER LETTER

DT: 27/05/2024

Mr. G. Santosh
At/Po- Paripada, PS – Mangalpur
Dist Jajpur - 755011 ,Odisha

Dear Mr. G. Santosh,

With reference to the Campus Recruitment at your esteemed College and the subsequent discussion we had with you, we have the pleasure to appoint you for the position of **Graduate Engineer Trainee,** in our Organization with a monthly CTC of RS **22,000/- per month**. However, you will be provided **free Bachelor Accommodation and free Food Facility at our Company** and you will be covered under provident fund act.

A detailed Appointment letter indicating the terms and conditions of your employment with us will be issued to you at the time of your duties. You will be posted in our Company at **Barbil, Odisha.** You will be responsible and focus on various assignments of mining activities.

You are advised to report for duty at the earliest but not later than 06-06-2024 at Barbil for initial training. You can be posted anywhere as per the requirement of the Organization.

Please arrange to submit your original documents for verification as under:

- One set of copies of educational qualification.
- Experience certificates (if any).
- Six recent formal passport size color photographs.
- Adhaar copy.
- Account passbook copy.
- Online Police Verification Certificate

Your appointment is subject to medical fitness to be certified by an authorized Medical Officer.

Wishing you all the best!!

With Regards,

For Mangala Associates Pvt. Ltd.

Mr. Surajit Maiti
Manager HR

MANGALA ASSOCIATES PVT. LTD. BARBIL

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Principal
Trident Academy of Technology
Bhubaneswar-751024

motherson

January 31, 2022
Re: MIND/HR/ET/38

Soumyaranjan Routray
C/o Trident

Subject: Letter of Intent

Dear Soumyaranjan,

We are pleased to offer you employment in our Organization as **Project Trainee.**

This offer is subject to your background verification (If any) and being found medically fit by the Doctor of Kailash Hospital, Noida. You are advised to report at Kailash Hospital & Research Centre Ltd., H-33, Sector-27, Noida-201301, on **February 02,2022** by 0900 Hrs. with empty stomach for medical checkup. We are attaching herewith a sealed envelope, which needs to be handed over at the Reception of Kailash Hospital.

You will be undergoing training for a period of **six months** with effect from the date of your joining duties viz **February 07,2022**.

During your project training period you will be paid **Rs.12500/- per month** (6 months). On successful completion of your project training, you shall be offered a CTC of **Rs.350000/-per annum** (12 months on the job training). In addition, you shall also be entitled to other benefits as per annexure attached.

Please note that you shall be required to enter into an agreement for serving in our organization for a period of **2 Years** excluding 6 months training period.

Please note that this offer of employment is subject to reference check(s) with your previous employers/associates and your being found medically fit. In case of any negative feedback from your reference(s) or you're failing to join your duties by the date mentioned or seeking extension of joining in writing from us, the offer shall automatically stand withdrawn.

You will be issued formal letter of appointment on your joining the training assignment. You are advised to report to Ms. Smriti Bhaskar (HR) on **February 07,2022** at 0900 hrs. at our office at C – 26, Sector 62, Noida.

At the time of joining, you will be required to submit the following documents -

1. Date of birth certificate (in original).
2. Educational qualification certificate(s), in original.
3. Photocopy of your passport.
4. Four recent passport size photographs.

You agree to abide by Company's Policy regarding anti bribery and other social policies and not to indulge in any such activity which will degrade Company's face value. Any act which you enact on individual capacity, shall not make management or company responsible

We welcome you to MothersonSumi INfotech & Designs Limited and look forward to a mutually beneficial association. Please sign duplicate copy of this letter in token of your acceptance and return the same to us.

Yours faithfully,
for **M**othersonSumi **IN**fotech & **D**esigns Ltd

Rachna

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

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January 31, 2022
MIND/HR/MED-CHKUP -38

Kailash Hospital & Research Center Ltd.,
H-33, Sector – 27,
Noida – 201 301

Kind Attn: Mr. R N Sharma
REF: KHRC/MIND/2004-05/20178, Dated August 10, 2004

Dear Sir,

This is to inform you **Soumyaranjan Routray** that has been selected in our organization. As per the selection process, He/She needs to undergo pre –employment health checkup. He/She has been advised to report at the reception counter on **February 02,2022** in your hospital at 0900 Hrs.

Please arrange pre-employment health check-up of **Soumyaranjan Routray** as per the tests mutually agreed upon between us.

Medical report of the individual may be forwarded at the following address under sealed cover marked confidential for our reference.

Nitin Chaudhary
Senior Manager - HR
MothersonSumi Infotech & Designs Ltd
C-26, Sector-62, Noida-201309

Bill for the pre-employment health check-up administered on **Soumyaranjan Routray** may please be raised on us as per terms agreed.

Thanking you,

Yours truly,
For **M**othersonSumi **IN**fotech & **D**esigns Ltd.

RACHNA SRIVASTAVA
HEAD-HUMAN RESOURCE

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Trident Academy of Technology
Bhubaneswar-751024

Head Office:
MothersonSumi INfotech & Designs Limited
C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd Office:
MothersonSumi INfotech & Designs Limited
2nd Floor, F-7, Block B-1
Mohan Cooperative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

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ANNEXURE **CONFIDENTIAL**

Allowances & perquisites details - Soumyaranjan Routray

		Amount (Rs.) per month
Reference Salary	**Base Salary**	
	Basic	12000
	HRA (50%)	6000
	Conveyance Allowance	1600
	Uniform Allowance	1500
	Special Allowance	376
	Leave Travel Allowance	1000
	Medical Allowance	1250
	Project Allowance	1458
	Sub Total (A)	**25184**
	Reimbursements	
	Bonus/Exgratia	1000
	Sub Total (B)	**1000**
	Retiral Benefits	
	Contributory Provident Fund (as per provisions of Act)	1800
	ESIC	-
	Gratuity (Payable as per Gratuity Act)	577
	Sub Total (C)	**2377**
Total Reference Salary D (A+B+C)		**28561**
Annual Reference Salary		**34272**
Take Home		**23384**
Other Benefits	**Benefits**	
	Insurance - Mediclaim/ Group / EDLI	607
	Sub Total (E)	**607**
CTC (D+E)		**29167**
Annual CTC		**350005**

Remarks

Subsidized Food	Rs.7973/- p.a.
Mediclaim Insurance (as per company policy)	Rs.4 lacs (4 members)- Rs.2 lac base plan and Rs.2 lac top up
Group Term Insurance	Rs.500000/-
Group Personal Accident Insurance	Rs.1050000/-
EDLI Insurance	Rs.702000/-

*In addition, you shall also be eligible for one time retention bonus (which is equivalent to 20% of their initial annual CTC) after 24 months(post project internship period).

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C-26, Sector-62, Noida-201309, U.P., India
Tel: +91-120-4365555 Fax: +91-120-4365556
Email: info@mind-infotech.com
Website: www.mind-infotech.com

Regd. Office:
[illegible] Infotech & Designs Limited
2nd Floor, F-7 Block-B-1
Mohan Co-operative Industrial Estate
Mathura Road, New Delhi-110044 (India)
CIN No.: U67120DL1985PLC020695

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HRD/MML/O/55370/23

24/Feb/2023

Mr.Abhisek Pradhan

Sandhapalli,Pattamundai,

Kendrapara,

Odisha

Pin: 754215

Dear Mr.Abhisek Pradhan

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited.** This offer is in pursuance with the discussions we had with you recently.

Terms & Conditions

1. Job Title :

You will be designated as **Relationship Officer-Operations**

2. Reporting:

You will be reporting to the **Branch Relationship Manager-Operations**

3. Location:

Your first posting will be at **Balichandrapur , Odisha**

4. Remuneration:

Your Annual Total Employment Cost to the company would be **Rs.229236.00** /- (**Rupees Two Lakhs Twenty-Nine Thousand Two Hundred Thirty-Six Only**) the details of which are been given in the Annexure attached

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Bhubaneswar-751024

5. Job Description

Your duties and responsibilities will be given separately

6. Posting/Transfer:

Even though your first posting will be at **Balichandrapur** during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.

7. Probation/Confirmation:

You will be on Probation for a period of 12 months. Your performance will be evaluated after the completion of probation period. Your services will be confirmed with the company in writing, strictly on the basis of your performance during the probation period

8. Notice Period:

In case you decide to leave the company's services , you will be required to give 90 days' notice. The company in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the company the gross salary for the notice period so reduced/waived off.

9. Medical Fitness:

Your offer is subject to your being found medically fit for employment.

10 . Information:

This Offer Letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio- data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this position, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

11. Responsibility:

With acceptance of this letter, you are undertaking the following responsibilities

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I.. You will abide by the rules and regulations/Certified Standing Orders of the Company as may be in force from time to time

II. During your services with the Company, you will not undertake any other business or work, direct or indirect, honorary or with remuneration except with the written permission from the Management.

III .You will not during your services with us or any time, thereafter disclose to any persons, firm or Company, information regarding the Company, the disclosure of which may damage the interest of the Company.

12.You are advised to join us latest by: 10-March-2023

13. You are required to sign and submit a copy of this letter as a token of your acceptance of our terms and conditions along with the following documents (if not submitted already) within 2 days from the date of this offer failing which the offer will stand void.

- Copy of educational qualification (self-attested);
- Police Verification Certificate on or before 30 days of joining;
- KYC - Self attested;
- Copy of Relieving letter from the present Employer;

14.Employees who are leaving the service without intimation to the company within 30 days from the date of joining shall be not eligible for any benefits as an employee and the company has the right to recover the loss incurred with regard to the appointment and his service.

Confidentiality

You acknowledges that in the course of performing services, you will obtain knowledge of the business plans, products, processes, software, know-how, trade secrets, formulas, methods, models, prototypes, discoveries, inventions, improvements, disclosures, names and positions of other employees and/or other proprietary and/or confidential information (collectively the Confidential Information). You agree to keep the Confidential Information secret and confidential and not to publish, disclose or divulge to any other party, and agree not to use any of the Confidential Information for your own benefit or to the detriment without the prior written consent, whether or not such Confidential Information was discovered or developed by you. You also agree not to divulge, publish or use any proprietary and/or confidential information of others that you are obligated to maintain in confidence.

This clause shall be applicable even after the discontinuation of your services with the organization

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Professional Code of Conduct

You shall abide by the Professional code of conduct, as amended from time to time, at all times.

Acceptable Usage Policy

You shall be bound by the acceptable usage policy and the related policies from time to time.
Within 15 days of joining you will read through the Policy and acknowledge receipt of the same failing which you may not be able to access the information assets

While welcoming you to Muthoot Pappachan Group, we hope you will excel in your endeavours and help make Muthoot Microfin a success story.

For Muthoot Microfin Limited.

MUTHOOT MICROFIN LIMITED KOCHI 682035

Subhransu Pattnayak
Executive Vice President - HR



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SALARY BREAK UP		
Designation	**Relationship Officer-Operations**	
Grade	**RO III**	
Location	**Balichandrapur**	
Salary Breakup	**Per Month**	**Per Annum**
Basic plus DA	10200.00	122400.00
HRA	4080.00	48960.00
Others Allowance	2720.00	32640.00
Gross Salary (A)	17000.00	204000.00
Deductions		
Provident Fund	1550.00	18600.00
ESI	128.00	1536.00
Net Salary (B)	15322.00	183864.00
ESI(ER Share)	553.00	6636.00
Provident Fund(ER Share)	1550.00	18600.00
Total (C)	2103.00	25236.00
Cost to The Company (A+C)	19103.00	229236.00

For Muthoot Microfin Limited.

MUTHOOT MICROFIN LIMITED KOCHI 682035

Subhransu Pattnayak
Executive Vice President - HR

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Bhubaneswar-751024

nagarro

Nagarro Software Pvt. Ltd.
(CIN :U72900DL1996PTC075453)

Date:March 21, 2022

Shubham Kumar,

Turkaulia Bazar,East Champaran Motihari,

East Champaran - 845437,

(Bihar) India

Subject: Training Letter

Dear Shubham Kumar,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before **April 13, 2022**. During the period of training you would be paid a stipend of **Indian Rupee (INR) 19,000.00**/- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Software Pvt. Ltd.**

Swati Yadav
Director

Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110 026
Unit II: Plot No. 36, Electronic City, Sector-18, Gurgaon - 122015, Haryana, India Ph: (+91 124) 2450807 Fax : (+91 124) 2450832
Unit III: Plot No. 37, Electronic City, Sector-18,Gurgaon - 122015, Haryana, India Ph: (+91 124) 2450807 Fax : (+91 124) 2450832
www.nagarro.com email: info.in@nagarro.com

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Nagarro Software Pvt. Ltd.
(CIN :U72900DL1996PTC075453)

Ref: Nagarro Software Pvt. Ltd./APP/18001917/1507532

Date: March 21, 2022

Shubham Kumar,

Turkaulia Bazar,East Champaran Motihari,

East Champaran - 845437,

(Bihar) India

Dear Shubham Kumar,

This has reference to your application for employment with **Nagarro Software** and your subsequent interview.

We are pleased to appoint you as **Associate Engineer** at **Nagarro Software Private Limited Unit-II** of **Nagarro Software Pvt. Ltd. Plot No. 13, Udyog Vihar, Sector - 18, Gurgaon, India**. You can join us on or before **October 13, 2022.**

The terms and conditions of your employment are enclosed as **Annexure "B"**.

We welcome you to a pursuit of excellence with Nagarro.

Please sign the duplicate copy of this letter, Annexure "A" and Annexure "B" as a token of your acceptance and deliver it to us in person or via mail/courier within ten days from the date of receipt of this letter.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark-sheets and certificates for Class X, Class XII, Graduation and Post-graduation if applicable**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five passport-size photographs**

Yours truly,

For **Nagarro Software Pvt. Ltd.**

Swati Yadav
Director

Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110 026
Unit II: Plot No. 36, Electronic City, Sector-18, Gurgaon - 122015, Haryana, India Ph: (+91 124) 2450807 Fax : (+91 124) 2450832
Unit III: Plot No. 37, Electronic City, Sector-18,Gurgaon - 122015, Haryana, India Ph: (+91 124) 2450807 Fax : (+91 124) 2450832
www.nagarro.com email: info.in@nagarro.com

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Name	Shubham Kumar

Monthly Earnings	Amount in Indian Rupee (INR)	Annualized Amount in Indian Rupee (INR)
Basic Pay	15,000.00	180,000.00
HRA	7,500.00	90,000
Executive Allowance	12,278.00	147,336.00
Total (A)	**34,778.00**	**417,336.00**
Annual Earnings	**Amount in Indian Rupee (INR)**	
Medical Reimbursement*	0	
Employer's Contribution to Provident Fund	23,400.00	
Employer's Contribution to ESIC	0.00	
Leave Travel Allowance**	0.00	
Gratuity***	8,664.00	
Labour Contribution Fund	600.00	
Total Yearly (B)	**32,664.00**	
Variable Bonus	0	
Total Fixed Compensation (A+B)	**450,000.00**	

Note:
**Leave Travel Allowance (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules
***Payment as per Gratuity Act
Income Tax in respect of the above mentioned compensation package should be borne by the employee. There would be following deduction from Monthly A- Tax/ Mediclaim / PF-employee contribution and Transport (Optional)
PLs will accrue each month on a prorated basis. Amount of accrual for the month is calculated on the basic pay existing at the end of each month

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Bhubaneswar-751024

nagarro

Group Insurance
Guidelines:- **Group Mediclaim Insurance** **a)** An employee has a mediclaim insurance cover of 3 lac by default and he/she at the time of joining can increase his/her sum insured upto 10 lakhs & cover his dependents (spouse, kids and parents). Premium deduction details has been provided in table below. **b)** During mid-term of the policy, only newly-wed spouse, Parents in Law (on account of marriage) and new born child can be included in the policy within 90 days from Date of Marriage and Date of Birth respectively. No other dependent can be included during mid-term of the policy. **c)** Downward revision of Sum Insured will be allowed at the time of renewal as per the then prevalent term and conditions of the policy. **d)** Exclusion of dependents will be allowed at the time of renewal only as per the then prevalent terms and conditions of the policy. **Group Personal Accident Insurance (GPA)** The GPA Policy provides the insured a cover for disability or death caused by an accident. **a)** An employee has personal accident insurance cover of 3X of his TFC by default and he/she at the time of joining can go in for a sum insured upto 4X to 10X as per policy terms. Premium deduction details has been provided in table below. **b)** Once an employee is enrolled in the policy he/she cannot exit the policy till he leaves the company. **Group Term Life Insurance (GTL)** The GTL policy provides the insured a cover in case of death. **a)** Enrollment in GTL is optional and on discretion of the employee and employee can opt for a cover of upto 10X of their TFC. The most common practice is to cover within 3X to 5X of your TFC. Premium deduction details has been provided in table below. **b)** Exit from the policy can be done at the time of renewal only by selecting "0X" multiplier in internal insurance application.

Premium for Group Insurance

	Premium	Deduction
Premium Deduction for Mediclaim Insurance	Calculated Formula	In equal instalments starting from the following month of DOJ till Policy end date.
Premium Deduction for GPA	Calculated Formula	From the following month of DOJ
Premium Deduction for GTL (optional)	Calculated Formula	From the following month of DOJ

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Bhubaneswar-751024

Terms and Conditions

The key service conditions applicable to your employment are given below. The Company reserves the right to revise these terms and conditions at any time.

1. Place of Posting and Assignment:
Your place of posting will currently be GURUGRAM. However, you are liable to be temporarily assigned or permanently transferred from one place to another, one job to another, one unit to another, wherever located in the country or abroad, at any point of time as the exigencies of work demand. You can also be deputed to work in and/or for any client or affiliate company.

2. Whole Time Service:
Your employment with the Company is full time and while so employed, you must under no circumstances engage yourself directly or through any agency in any work, business, profession or employment, either honorary or otherwise without obtaining written prior permission from the Management. Any breach of this condition may result in your immediate termination from the services of the Company.

3. Inventions and Discoveries:
The rights created or accrued out of any and all discoveries, inventions, copyrights, patents, etc., which you may make or obtain during the period of your employment with Nagarro shall exclusively vest with the Company and may be re-assigned by it as it deems fit. This does not apply to creative non-commercial products that are wholly unconnected with the business of the Company.

4. Termination on Misconduct or Breach of any Service Condition:
If you are found guilty of any misconduct or should you commit any breach of the service conditions or get involved in an act which in the opinion of the Company is prejudicial to the interest of the Company, the Company may without any notice terminate your services.

5. Termination by Notice:
Without prejudice to clause 4 above, your services can be terminated at any time by giving two calendar months' notice or two months' salary in lieu of notice. In case you desire to leave the services of the Company, you will have to give us two calendar months' notice. In case you do not give this two calendar months' notice, the Company will have the authority to recover up to two months' salary from your full and final dues (inclusive of performance linked bonus, if any) depending upon the impact of your resignation on the work assigned to you.

I have read and understood the above terms and conditions and I agree to abide the same.

Signature

Registered Office: 19/20, Punjabi Bagh (East), New Delhi – 110 026 email:info@nagarro.com
Unit II: Plot. 14, Electronic City, Sector 18, Gurgaon 122 015, Haryana, India Ph: (+91 124) 3048647 Fax: (+91 124) 3048646
Unit III: Plot 37, Electronic City, Sector 18, Gurgaon – 122 015, Haryana, India Ph : (+91 124) 3048647 Fax : (+91 124) 3048646

6. Company's decision on Termination to be Final and Binding:

The Company's decisions regarding termination under clauses 4 & 5 shall be final and binding

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Bhubaneswar-751024

7. Retirement:

The Company's retirement age is 60.

8. General Policies and Procedures:

A copy of the General Policies and Procedures of the Company will be given to you on the date of joining. You will be required to adhere to these, as well as to any other service conditions governing your unit and location that may be in force currently and/or which may be issued from time to time by the Management with respect to hours of work, weekly offs, paid holidays etc.

9. Reference/Background Checks:

Your employment by the Company is conditional upon and subject to completion of an Employment Application, the completion of a reference/background check, and approval thereof by the Company, in its sole discretion.

10. Confidentiality of this Offer:

The package offered to you is highly confidential and must not be revealed between now and the joining date or while in employment or thereafter to any individual/agency/organization, by word of mouth or otherwise.

11. Jurisdiction:

Any dispute arising out of the employment or terms of service shall be subject to the jurisdiction of the competent courts in Delhi.

12. Final Agreement:

This written offer supersedes all verbal or written agreements between you and the Company.

For Nagarro Software Pvt. Ltd.

Authorized Signatory

I have read and understood the above terms and conditions and I agree to abide the same.

Name Signature Date

Registered Office: 19/20, Punjabi Bagh (East), New Delhi – 110 026 email:info@nagarro.com

Unit II: Plot. 14, Electronic City, Sector 18, Gurgaon 122 015, Haryana, India Ph: (+91 124) 3048647 Fax: (+91 124) 3048646

Unit III: Plot 37, Electronic City, Sector 18, Gurgaon – 122 015, Haryana, India Ph : (+91 124) 3048647 Fax : (+91 124) 3048646

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Nagarro Software Pvt. Ltd.
(CIN :U72900DL1996PTC075453)

Date:March 21, 2022

Shubham Kumar,

Turkaulia Bazar,East Champaran Motihari,

East Champaran - 845437,

(Bihar) India

Subject: Training Letter

Dear Shubham Kumar,

This is further with reference to the tests and interviews conducted by us. We are pleased to inform you, that we have decided to provide you appointment as **Trainee** at **Nagarro**.

You are requested to join us on or before **April 13, 2022**. During the period of training you would be paid a stipend of **Indian Rupee (INR) 19,000.00**/- per month.

The details of your compensation package and terms and conditions of your employment are enclosed herein.

You are requested to send us the signed duplicate copy of this letter as a token of your acceptance.

We welcome you to a pursuit of excellence with **Nagarro**.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark sheets and Certificates for Class X, XII, Graduation and Post Graduation (if applicable)**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five Passport size photographs**

Yours Sincerely,

For **Nagarro Software Pvt. Ltd.**

Swati Yadav
Director

Registered Office: 19/20, Punjabi Bagh (East), New Delhi - 110 026
Unit II: Plot No. 36, Electronic City, Sector-18, Gurgaon - 122015, Haryana, India Ph: (+91 124) 2450807 Fax : (+91 124) 2450832
Unit III: Plot No. 37, Electronic City, Sector-18,Gurgaon - 122015, Haryana, India Ph: (+91 124) 2450807 Fax : (+91 124) 2450832
www.nagarro.com email: info.in@nagarro.com

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Nagarro Software Pvt. Ltd.
(CIN :U72900DL1996PTC075453)

Ref: Nagarro Software Pvt. Ltd./APP/18001917/1507532

Date: March 21, 2022

Shubham Kumar,

Turkaulia Bazar,East Champaran Motihari,

East Champaran - 845437,

(Bihar) India

Dear Shubham Kumar,

This has reference to your application for employment with **Nagarro Software** and your subsequent interview.

We are pleased to appoint you as **Associate Engineer** at **Nagarro Software Private Limited Unit-II** of **Nagarro Software Pvt. Ltd. Plot No. 13, Udyog Vihar, Sector - 18, Gurgaon, India**. You can join us on or before **October 13, 2022.**

The terms and conditions of your employment are enclosed as **Annexure "B"**.

We welcome you to a pursuit of excellence with Nagarro.

Please sign the duplicate copy of this letter, Annexure "A" and Annexure "B" as a token of your acceptance and deliver it to us in person or via mail/courier within ten days from the date of receipt of this letter.

To help complete joining formalities, may we request you to carry the following documents with you on the date of joining:

- **Mark-sheets and certificates for Class X, Class XII, Graduation and Post-graduation if applicable**
- **Copy of Aadhar Card, PAN Card, Driving License and Passport (if applicable)**
- **Five passport-size photographs**

Yours truly,

For **Nagarro Software Pvt. Ltd.**

Swati Yadav
Director

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Name	Shubham Kumar

Monthly Earnings	Amount in Indian Rupee (INR)	Annualized Amount in Indian Rupee (INR)
Basic Pay	15,000.00	180,000.00
HRA	7,500.00	90,000
Executive Allowance	12,278.00	147,336.00
Total (A)	**34,778.00**	**417,336.00**
Annual Earnings	**Amount in Indian Rupee (INR)**	
Medical Reimbursement*	0	
Employer's Contribution to Provident Fund	23,400.00	
Employer's Contribution to ESIC	0.00	
Leave Travel Allowance**	0.00	
Gratuity***	8,664.00	
Labour Contribution Fund	600.00	
Total Yearly (B)	**32,664.00**	
Variable Bonus	0	
Total Fixed Compensation (A+B)	**450,000.00**	

Note:
**Leave Travel Allowance (LTA) will be paid once in a year on submission of bills & subject to Income Tax rules
***Payment as per Gratuity Act
Income Tax in respect of the above mentioned compensation package should be borne by the employee. There would be following deduction from Monthly A- Tax/ Mediclaim / PF-employee contribution and Transport (Optional)
PLs will accrue each month on a prorated basis. Amount of accrual for the month is calculated on the basic pay existing at the end of each month

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nagarro

Group Insurance
Guidelines:- **Group Mediclaim Insurance** **a)** An employee has a mediclaim insurance cover of 3 lac by default and he/she at the time of joining can increase his/her sum insured upto 10 lakhs & cover his dependents (spouse, kids and parents). Premium deduction details has been provided in table below. **b)** During mid-term of the policy, only newly-wed spouse, Parents in Law (on account of marriage) and new born child can be included in the policy within 90 days from Date of Marriage and Date of Birth respectively. No other dependent can be included during mid-term of the policy. **c)** Downward revision of Sum Insured will be allowed at the time of renewal as per the then prevalent term and conditions of the policy. **d)** Exclusion of dependents will be allowed at the time of renewal only as per the then prevalent terms and conditions of the policy. **Group Personal Accident Insurance (GPA)** The GPA Policy provides the insured a cover for disability or death caused by an accident. **a)** An employee has personal accident insurance cover of 3X of his TFC by default and he/she at the time of joining can go in for a sum insured upto 4X to 10X as per policy terms. Premium deduction details has been provided in table below. **b)** Once an employee is enrolled in the policy he/she cannot exit the policy till he leaves the company. **Group Term Life Insurance (GTL)** The GTL policy provides the insured a cover in case of death. **a)** Enrollment in GTL is optional and on discretion of the employee and employee can opt for a cover of upto 10X of their TFC. The most common practice is to cover within 3X to 5X of your TFC. Premium deduction details has been provided in table below. **b)** Exit from the policy can be done at the time of renewal only by selecting "0X" multiplier in internal insurance application.

Premium for Group Insurance		
	Premium	**Deduction**
Premium Deduction for Mediclaim Insurance	Calculated Formula	In equal instalments starting from the following month of DOJ till Policy end date.
Premium Deduction for GPA	Calculated Formula	From the following month of DOJ
Premium Deduction for GTL (optional)	Calculated Formula	From the following month of DOJ

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Bhubaneswar-751024

Terms and Conditions

The key service conditions applicable to your employment are given below. The Company reserves the right to revise these terms and conditions at any time.

1. Place of Posting and Assignment:
Your place of posting will currently be GURUGRAM. However, you are liable to be temporarily assigned or permanently transferred from one place to another, one job to another, one unit to another, wherever located in the country or abroad, at any point of time as the exigencies of work demand. You can also be deputed to work in and/or for any client or affiliate company.

2. Whole Time Service:
Your employment with the Company is full time and while so employed, you must under no circumstances engage yourself directly or through any agency in any work, business, profession or employment, either honorary or otherwise without obtaining written prior permission from the Management. Any breach of this condition may result in your immediate termination from the services of the Company.

3. Inventions and Discoveries:
The rights created or accrued out of any and all discoveries, inventions, copyrights, patents, etc., which you may make or obtain during the period of your employment with Nagarro shall exclusively vest with the Company and may be re-assigned by it as it deems fit. This does not apply to creative non-commercial products that are wholly unconnected with the business of the Company.

4. Termination on Misconduct or Breach of any Service Condition:
If you are found guilty of any misconduct or should you commit any breach of the service conditions or get involved in an act which in the opinion of the Company is prejudicial to the interest of the Company, the Company may without any notice terminate your services.

5. Termination by Notice:
Without prejudice to clause 4 above, your services can be terminated at any time by giving two calendar months' notice or two months' salary in lieu of notice. In case you desire to leave the services of the Company, you will have to give us two calendar months' notice. In case you do not give this two calendar months' notice, the Company will have the authority to recover up to two months' salary from your full and final dues (inclusive of performance linked bonus, if any) depending upon the impact of your resignation on the work assigned to you.

I have read and understood the above terms and conditions and I agree to abide the same.

Signature

Registered Office: 19/20, Punjabi Bagh (East), New Delhi – 110 026 email:info@nagarro.com
Unit II: Plot. 14, Electronic City, Sector 18, Gurgaon 122 015, Haryana, India Ph: (+91 124) 3048647 Fax: (+91 124) 3048646
Unit III: Plot 37, Electronic City, Sector 18, Gurgaon – 122 015, Haryana, India Ph : (+91 124) 3048647 Fax : (+91 124) 3048646

6. Company's decision on Termination to be Final and Binding:

The Company's decisions regarding termination under clauses 4 & 5 shall be final and binding.

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Bhubaneswar-751024

7. Retirement:

The Company's retirement age is 60.

8. General Policies and Procedures:

A copy of the General Policies and Procedures of the Company will be given to you on the date of joining. You will be required to adhere to these, as well as to any other service conditions governing your unit and location that may be in force currently and/or which may be issued from time to time by the Management with respect to hours of work, weekly offs, paid holidays etc.

9. Reference/Background Checks:

Your employment by the Company is conditional upon and subject to completion of an Employment Application, the completion of a reference/background check, and approval thereof by the Company, in its sole discretion.

10. Confidentiality of this Offer:

The package offered to you is highly confidential and must not be revealed between now and the joining date or while in employment or thereafter to any individual/agency/organization, by word of mouth or otherwise.

11. Jurisdiction:

Any dispute arising out of the employment or terms of service shall be subject to the jurisdiction of the competent courts in Delhi.

12. Final Agreement:

This written offer supersedes all verbal or written agreements between you and the Company.

For Nagarro Software Pvt. Ltd.

Authorized Signatory

I have read and understood the above terms and conditions and I agree to abide the same.

Name Signature Date

Registered Office: 19/20, Punjabi Bagh (East), New Delhi – 110 026 email:info@nagarro.com

Unit II: Plot. 14, Electronic City, Sector 18, Gurgaon 122 015, Haryana, India Ph: (+91 124) 3048647 Fax: (+91 124) 3048646

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Trident Academy of Technology
Bhubaneswar-751024

OSMOSYS

17-March-2022

Ms. Sofia Panda,
B.Tech (IT),
Trident, Bhubaneswar.

Dear Sofia,

Congratulations on being accepted for employment as **"Associate Software Engineer "** with our Company. We are happy to make this offer and look forward to a long and mutually beneficial relationship. This offer is conditional to your accepting the terms and conditions provided as attachment to this letter. You are expected to return a signed copy of this offer letter and the terms and conditions.

You will be in probation for 6 Months and confirmed there upon. Should you accept these conditions, you will receive annual remuneration (CTC) of **Rs.6,00,000/-** (Rupees Six Lakh only). This amount is subject to deductions for taxes and other with holdings as required by law or policies of the company. Further salary increments will solely depend on your performance in your duties.

This offer letter is in conjunction with the Terms & Conditions associated with it. We trust you will find our working environment to your liking and will be able to provide your best for yourself and the organization.

You are expected to complete all the on-boarding process remotely and sign our Non-Disclosure Agreement (NDA) and adhere to our "remote working" policy that specifically warrants you to have good infrastructure. (Internet bandwidth, laptop, power back-ups) to ensure your productivity is not impacted.

Looking forward to working with you.

Sincerely,

Madhavi Kolagani
Director
Osmosys Software Solutions Pvt. Ltd.
Ph: 040-23401007

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Trident Academy of Technology
Bhubaneswar-751024

OSMOSYS

Terms & Conditions of Employment

The below terms and conditions of employment with OSMOSYS are set forth to give you a clarity on the expectations from your services. Please read them carefully and return a signed copy to us as your acceptance.

a) Your place of work will be our office at 108, Workafella Cyber Crown, Sec-II, Village, HUDA Techno Enclave, Madhapur, Hyderabad - 500081, India. During the course of the above assignment, you are liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management. In case of refusal to relocate in the interest of the company, your services might be terminated with immediate effect owing to the financial loss and damage to the reputation incurred by the company.

b) You will sign a separate agreement stating you would work with us for a period of twenty-six months including training.

c) Osmosys expects you to build a long-term relationship and contribute your best to the organization. After the completion of the contractual period of twenty-six months, you can terminate this employment contract by providing three months prior notice to the management and handover all materials including but not limited to laptop, ID card provided by the company during your tenure.

d) In case the management finds your performance unsatisfactory or below expectations at any time including the training, management may decide to terminate the contract immediately with or without further notice at the discretion of the management.

e) You will be under training for six months and during this time you will be guided to learn and work according to Osmosys expectations. In case you fail to meet the expectations or performance levels, your service shall be terminated with immediate effect.

f) You are expected to maintain good physical and psychological health to perform the expected duties.

g) You state that there are no contractual conditions or other obligations that will prevent you from performing the responsibilities of this offered position.

h) During your term of employment with us, you agree not to engage yourself in the services of either another company or organization without our written permission. This includes direct & indirect employment through freelancing associations or any such sources.

i) You are expected to perform your duties with sincerity, honesty and integrity towards the job and the organization. You are not allowed to use your mobile phone while in office and will not engage in chatting / text messaging using any technologies available, unless officially advised to do so.

j) As the organization is growing, to accommodate more customers and better service, your work schedule may be adjusted into shifts. You will be asked to change to one of the shifts for which you shall have no objection.

k) Organization Business hours are from Monday to Friday, 9:30 AM - 7PM. You might be put in a different Work schedule (Working hours and a different Weekly-off) based on the project needs.

l) Your performance will be evaluated on a daily basis by your respective team leader and positive and negative scores will be given accordingly. These scores will have an impact on your performance reviews.

m) Your salary increments will be based on performance from time to time and there is no fixed rule or period for this purpose. The frequency and amount of the increment will be based on the Performance Development Review that is conducted once in every 3 months.

n) You will NOT discuss with your colleagues, details about your salary or others' salary while you are employed here.

o) You are not allowed any leaves during the initial six months. Subsequently, you are allowed to take a total of 18 days of vacation per year. If you are away from work for a long duration owing to ill health, you will have to submit medical certificate from the treating doctor as a proof.

p) You are expected to inform and take approval prior to taking any leaves. However, in case of absence during emergencies, you are expected to intimate the same over phone at the earliest.

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Bhubaneswar-751024

q) You are encouraged to participate in a number of decisions and activities of the organization. You are encouraged to speak up and provide suggestions and feedback to the management on the activities and the practices of the organization.

r) You will maintain complete and uncompromising confidentiality of information relating the clients of the company, the work being performed or any intellectual ideas and processes that are part of this organization. You will be signing a separate document relating to this.

s) You will not misuse the internet facility by accessing any public email sites, social networking sites or any other prohibited sites using office resources at any time.

t) Without an authorization and written permission, you will not carry any paper files or electronic material containing official data out of the office either through electronic media or through electronic means like emails and internet. You will not share the same information with your family, friends, ex-Osmosys staff or any other person who is not currently in association with Osmosys or the project.

u) You will not work for any of the Osmosys Clients and Competitors either directly or indirectly for at least one year after leaving Osmosys.

v) You will not engage in any unlawful activities in or outside the office premises.

w) In case you are found to breach any of the above terms, the management may unilaterally decide to terminate your service without any notice and with immediate effect.

x) Organization may frame new rules and regulation or modify existing which are considered beneficial to the health of the organization. You will abide by the rules that may come into force from time to time.

I accept the terms and conditions of the Offer Letter and employment as set forth above and understand that I am not relying on any prior statements or representations not contained within this letter.

Date:_____ Name: _____

Signature: _____

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

A-1 FENCE
Fence & Fence-ability

Offer Letter

Ref: 092/HR/OL/2021 **24-Jul-2021**

Dear MR. SUMIT PAREYA,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a role of **GET** in Band **1A** . You would currently be reporting to the **General Manager-Production** at A-1 Fence.
The date of your joining would be **02-Aug-2021** . You will be posted at **Sanjan.**
Your Total Gross Salary as applicable has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with A-1 Fence. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please carry a signed copy of the offer letter as a token of your acceptance.

Welcome to A-1 Fence. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Authorised Signatory

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

MR. SUMIT PAREYA,
(Candidate's name in capital letters) **(Signature of the Candidate)**
Date: **Location : Sanjan**

A-1 FENCE
Fence & Fence-ability

Annexure to your Offer of Employment [092/HR/OL/2021] as GET in Band 1A@

Welcome to A-1 Fence!

Presented here are the details that refer to our offer of employment to you in the role of **GET in Band 1A.**

1. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a minimum period of six months. If your services are not found satisfactory during this period, the probation period may be extended further. The management can terminate the services during the probation period or after getting confirmed by giving you 1 month notice or salary in lieu thereof.

2. Leave Eligibility:

You will be eligible for leaves as per Company policy.

3. Compensation and benefits:

Your remuneration will be **INR 3,00,000.00 Per Annum** including Performance Linked Incentives subject to performance against set KRAs. The detailed break-up of the salary is given in **Annexure-1**. Please note that statutory deductions like ***Professional Tax, PF and Income Tax*** would be applicable (if any). The appraisal cycle of the company is 1st April to 31st March.

4. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. During probation or on confirmation as a regular employee, you will be required to give one month notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the one month notice period. Similarly, the Company can terminate your services by giving you one month notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

5. Transfer:

Your services can be transferred to any of our factories/ offices situated anywhere in India or abroad. At such time, the compensation applicable to a specific location will be payable to you.

6. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

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Principal
Trident Academy of Technology
Bhubaneswar-751024

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Fence & Fence-ability

7. Other Terms & Conditions:

You agree not to undertake employment, whether full -time or part-time, as the Director / Partner / Member /Employee of any other organization or entity engaged in any form of business activity without the consent of A-1 Fence. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You will maintain during the period of your employment and thereafter complete secrecy with regard to Company's affairs and shall not disclose the Company trade secrets or any information regarding the Company's activities to any person or persons. In this regard, you need to sign a **Non-Compete Agreement** with the organization.

Post acceptance of employment offer from your end; Company reserves the rights to withdraw the employment offer anytime before your joining ; without any compensation payable to you.

Please submit 2 passport size photographs, Passport, photo copies of PAN Card, Ration Card, Voter ID, Driving License and your Educational as well as previous Employment Certificates along with the salary slips for last 3 months within 7 days of accepting this offer letter.

In A-1 Fence, there are policies that are linked to performance management, career growth and annual compensation review of an employee, these policies will be applicable to you. You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits are as per the Company policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete Agreement".

Note: The offer is subject to all clearance by third party background check.

Welcome to the A-1 Fence family.

Yours sincerely,
For A-1 Fence Products Company Pvt. Ltd.



ATTESTED



Principal
Trident Academy of Technology
Bhubaneswar-751024

Authorised Signatory

A-1 FENCE
Fence & Fence-ability

ANNEXURE – 1

Detailed Salary breakup is as below –

Pay Component	Monthly Amount	Annual Amount
Total CTC	0	0

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Bhubaneswar-751024

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* Take Home Salary : Fixed -Deductions

* Out of INR 3,00,000.00 PA CTC, INR 0.00 /- is Performance Linked Incentives (PLI) (variable) subject to the performance against set KRAs for previous year which will be paid at the time of Diwali along with bonus.

Apart from this, you will also be covered under Group Personal Accident as well as Group Mediclaim Insurance provided by the Company as per the company policy.

For A-1 Fence Products Company Pvt. Ltd.



Authorised Signatory

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Principal
Trident Academy of Technology
Bhubaneswar-751024

DreamGains

LETTER OF INTENT

Date: 14/04/2021

Dear Souravraj Parida,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of **'Relationship Manager'** in our organization. You would be required to join us on **26/04/2021** failing which this offer will automatically stand cancelled, unless a new date is agreed to by us in writing.

Your total Cost to the Company will be Rs. 5,06,400/-

Components	Fig in INR/Month
Basic	8,400
HRA	3,600
AA	1,400
TA	800
MA	1,250
SA	5,750
Total Gross Salary	21,200
Insurance	1,200
Professional Tax	200
Total Net Salary	19,800
Performance Linked Bonus	21,000
Total	42,200
Total CTC	5,06,400

You will be on training for a period of 5 days post which you will enter the probation for a period of 3 months. A detailed Employment confirmation letter will be given to you subject to the clearance of the probation completion period criteria.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that together we can build a world leader. We assure you of our support for your professional development and growth.

For DreamGains Financials India Private Limited

Rajen Patwari

HR Manager

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Trident Academy of Technology
Bhubaneswar-751024

Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 22-Dec-2021
Name : Amlan Kumar Dash
Location : Bhubaneswar, Orissa
Address : At-Sarapada, PO- Bodhanga, Dist- Cuttack, PIN-, Police station- Nischintakoili, Nischintakoili, Orissa - 754207

Dear Amlan Kumar,

Subject: Offer letter of employment as **Business Development Executive.**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 399,996** (Rupees Three Lakh Ninety Nine Thousand Nine Hundred and Ninety Six Only) Per Annum and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **27-Dec-2021**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents at least 5 days before your date of joining.

- Offer letter acceptance*
- Copies of Educational Certificates – Class 10th & Class 12th and Other Certificates (if any)
- Copy of Graduation Certificate
- Aadhar Card
- PAN Card
- Form 11 & Form 2
- Bank Account Details
- Clearance from the previous employer
- Passport size Photograph (in .jpeg)
- Last Payslip received from the previous employer
- Address Proof
- Reference sheet form
- Adherence to Anti-Corruption Policy

The URL for the link is: https://careers.extramarks.com/index/filldetail/refId/MzA2MzQ5ODY=

In case you are unable to upload the documents before joining, you will be allowed to complete the same on your date of joining. If you fail to complete the joining formalities, there will be delay in your salary processing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company) if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

ATTESTED
Principal
Trident Academy of Technology
Bhubaneswar-751024

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **27-Dec-2021**.

_____
Accepted

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

December 23, 2021

To,

Ms. Sakshi Bharadwaj,
Trident Academy of Technology,
Bhubaneswar.

We take great pleasure in inviting you to be an intergral part of ProcessMAP India Pvt. Ltd.

Congratulations! ProcessMAP India Pvt. Ltd. (Company) is pleased to offer you (Employee) for the position **Trainee - Engineer** highlights of which are summarized below. Your employment is also contingent upon your review and acceptance of policies in our Employee Hand Book, conditions set forth in the Employment, Confidential Information, executing service bond for one year and Invention Assignment Agreement.

1 **Employment Commence Date and Position:**
Your employment will commence from the date of joining on or before January 10, 2022 as **Trainee - Engineer** and during which you will render your services to ProcessMAP India Pvt. Ltd. subject to the terms and conditions of the offer letter executed by you and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

2 **Compensation & Benefits:**
During your employment with the company, your Cost to the company will be Rs.4,50,004/- (Four Lakhs Fifty Thousand Four Only) per annum which is inclusive of components distributed as under:

Annual Performance Incentive: Eligible for performance incentive under Variable component at 100% payout on prorated basis for service period, based on the performance of the Company and that of the employee at discretion of the company.

Annual Components/Retirals:

Provident fund: As per the provisions of "The Employees Provident Fund and Miscellaneous ProvisionsAct, 1952" and ProcessMAP will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity: You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Health Insurance Scheme: Medical Insurance is applicable from the date of joining. Sum Insured is Rs.3.00 lacs per annum covering the employee, parents, and spouse and up to two children.

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Bhubaneswar-751024

Personal Accidental Insurance Policy: Personal Accident Insurance for employee only for an amount equivalent to Gross Annual Salary.

Leave Travel concession will be paid on monthly basis as per employee service period.
The salary will be computed and paid in accordance with the company's standard payroll practices for salaried employees.

3 **Location and Transfer**:
Your initial place of work will be at Bhubaneswar, however, your services are transferable, and you may be assigned, to any location in India or Abroad where the Company or any one of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

4 **Employee to Devote Full Time to Company**:
The Employee will devote full time, attention, and energies to the business of the Company alone, and, during this employment, will not engage in any other employment or business activity, regardless of whether such activity is pursued for profit, gain, or other pecuniary advantage. Employee is not prohibited from making personal investments in any other businesses provided those investments do not require active involvement in the operation of said companies.

5 **Confidentiality of Proprietary Information**:
Employee agrees, during or after the term of this employment to maintain absolute secrecy and not to reveal any confidential* information, designs, drawings, plans, formulae, software code/modules or trade secrets that may come to his/her knowledge or possession to any person, firm, corporation, or entity. Should Employee reveal or threaten to reveal this information, the Company shall be entitled to an injunction restraining the Employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed, the right to secure an injunction is not exclusive, and the Company may pursue any other remedies it has against the Employee for a breach or threatened breach of this condition, including the recovery of damages from the Employee.

6 **Termination of Employment:** This agreement can be terminated, by either party, without showing cause, at any time, by giving Three month written notice to the other or by payment of compensation in lieu thereof.

In the event of the Employee failing to give Notice and commences absenting himself or having given Notice fails to serve the requisite Notice period wholly, the company is entitled to demand and recover the compensation due.

7 If this offer of employment is acceptable to you, you are required sign on each page of a copy of this letter as a token of your acceptance of this offer and return the same on or before December 24, 2021.

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8 **Documents Required**:
At the time of your joining, photocopy of the following documents should be submitted and original copies to be produced for verification.

- 8 Passport size color photographs.
- 1 Passport Photo of each Family Dependents wherever applicable (Father, Mother, Spouse, Children's)
- Previous Experience letter(s) (Photocopy)
- Relieving Letter (Photocopy)
- Experience Letter(s) (Photocopy)
- Mark sheets of S.S.C., H.S.C, Diploma, Degree, C-Dac, NCST, MBA (Photocopy)
- University passing certificates (Photocopy)
- Previous Companies Salary slips (Photocopy)
- Last 6 Months Bank Statement
- Passports (Photocopy)
- Driving License (Photocopy)
- Form 16 copies from previous employer (Photocopy)
- Pan Card (Photocopy)
- Aadhar Card (Photocopy)
- Blood Group Details

8 **Validity of offer:** This offer is valid, till the close of business on December 24, 2021; we look forward to having you join us on or before January 10, 2022. If you have any questions, please call us on +91-9866887710.

With Regards,

Lavanya Ponnurangam
Senior Executive – Human Resource
ProcessMAP India Pvt. Ltd
Email: hr@processmap.com

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ProcessMAP INDIA PVT. LTD.

Compensation Structure

Name : Sakshi Bharadwaj
Designation : Trainee – Engineer

Salary Structure| ProcessMAP India Private Limited		
Earnings	**Per Annum**	**Per Month**
Basic Salary	152,378	12,698
House Rent Allowance	133,331	11,111
LTA	12,698	1,058
Conveyance	27,000	2,250
Medical allowance	24,000	2,000
New Paper Allowance	-	-
Books & Periodicals	-	-
Children Educational Allowance	-	-
Car Driver - Reimbursement	-	-
Car Running Exp -Reimbursement	-	-
Meal Wallet Allowance	-	-
Gift Voucher	-	-
Skill Development Allowance	13,253	1,104
Monthly Performance Incentive	-	-
Fixed Compensation	**362,660**	**30,221**
Statutory, Medical and Other Benefits		
PF Employer contribution as per PF Provisions.	18,285	1,524
Gratuity Yearly contribution on Basic. As per Rules	7,326	
Medical Insurance is applicable from the date of joining. Sum Insured is Rs.3.00 lacs per annum covering the employee, parents, spouse and up to two children*	28,000	
Personal Accident Insurance for employee only for an amount equivalent to Gross Annual Salary	2,000	
Annual Gross Compensation	**418,271**	
Variable component. Prorated Annual performance incentive based on the performance of the Company and that of the employee at discretion of the company	31,733	
Cost to the company	**450,004**	
*Any additional premium incurred for parents at the time of renewal will have to be borne by the employee.		

With Regards,

Lavanya Ponnurangam
Senior Executive – Human Resource
ProcessMAP India Pvt. Ltd
Email: hr@processmap.com

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Bhubaneswar-751024

Ref No. RSB/RSB/OFF/08/2022-23 **Date:-30-Apr-2021**

Mr. Rasmiranjan Sahoo
At/Po-Barunia, Via-Byree
Dist-Jajpur, Pin-754082

Sub: Offer Letter

Dear Rasmiranjan,

With reference to your interview and subsequent discussions with us, we are pleased to offer you the position of **Graduate Engineer Trainee** with **RSB Transmissions (I) Ltd.**

You will be given a total yearly compensation of **Rs.3,00,000/-CTC** (Rupees Three Lacs Only), which will include basic salary, other allowances & company's PF contribution as applicable to your cadre. Please refer the **Annexure I.**

Your place of posting will be at any of our plants in India/Abroad.

You are requested to join us on **01-July-2022** with full vaccination (Covid19).

A detailed appointment letter would be issued to you at the time of joining wherein you will be required to submit the following documents:

- Original and one set of photocopies of all your academic qualifications (10th onwards)
- Copy of proof of your date of birth.
- Four passport size colored photographs (sky blue background)
- Relieving letter from your previous employer.
- Copy of last salary slip
- Photocopy of Pan card/ID Proof.

Your appointment is subject to:

- You are being declared **medically** fit by a Medical Officer.
- Verification of aforesaid documents as well as the information furnished by you in your application or at the time of your interview with us.

We look forward to your contribution to the organization and hope this is the beginning of a long and fruitful association with us. *This is offer is valid for 7 days from the release date.*

Please sign the duplicate copy of this letter as a token of your acceptance.

Thanking you,

Nirmala Behera
ED – Group HR

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ANNEXURE I	
NAME	**Rasmiranjan Sahoo**
GRADE	**GET**
UNIT	**RSB Transmissions (I) Ltd.**
(A) Fixed :	
Basic	7,500
HRA	3,000
Conveyance	1,600
Child Education	400
Special Allowance	10,434
TOTAL A	22,766
(B) Reimbursements:	
LTA	583
Medical Reimbursement	583
TOTAL B	1,334
(C) Other Benefits	
PF	900
ESIC	
TOTAL C	900
(D) Total (A,B,C) Monthly	25,000
YEARLY CTC	**3,00,000**

OTHER BENEFITS:

Mediclaim insurance for Self + 5 Dependants (Parents, Spouse, 2 Kids)	**2,00,000**
Group Personal Accident Insurance	**6,00,000**
Bonus	**As per company policy**

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Yusata Infotech
bringing technology closer to life

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

Job Offer Letter

Dear Ghasiram Naik, November 14, 2018

I am pleased to offer you, subject to the Offer Contingencies below, a position as a **Software Trainee** with **Yusata Infotech Private Limited.**

Offer Contingencies: This offer, is contingent on:

i) You're having no conflicting obligations that would prevent you from working for Yusata Infotech Private Limited.
Compensation: Your remuneration will be at the rate of **₹13,500/- (CTC) per Month during Probation/training period**. You are entitled for compensation package of **₹18,500/- (CTC) per Month for first year after successful completion of Probation/training**. Based on your performance, you may be entitled for increment of next years, which will be in between 10% to 30%. Your Salary In-hand will be after Your PF/ESI/TDS Deductions from CTC.

1. **Probation period**: After the joining date, first 2 month will be considering as a probation period, during the probation period you are not entitled to have any vacations.
2. **Training period**: After successful completion of **probation period**, 4 to 6 month will be considering as **a Training Period**, during the Training period you are not entitled to have any vacations.
3. While on **probation**, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
4. Initial contract period for your employment is up to **30 Months full time employment including probation/ Training period,** based on your contract period company have few binding conditions.
   a. You must sign a bond guarantee for the equivalent in terms of 12 month of current basic salary compensation, Exact terms and condition will be pass given to you in a separate document.
   b. You need to provide a signed check of 12 Months basic salary to comply with agreement, Company can use this cheque if you break the bond and not prior to that.
5. Your entitlement to statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition of the Project incentive.
6. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you have to provide company **at least 6weeks of notice period**, prior the relieve from your job responsibility. In case of immediate release, you may have to compensate in financial terms. As well as forced saving amount will be forfeit as a Penalty.
7. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as **company, may black list the candidate for future employment.**
8. **Vacation**: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
9. Office working hours start from 8:30 AM, but work facility is available for employee to use for 24x7

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Trident Academy of Technology
Bhubaneswar-751024

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

10. You are required to have the average 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
11. Your appointment is effective from **December 17, 2018** and you will report to the Head of Recruitment.
12. Submit Original of your credentials and emergency contact information for verification **on or before December 17, 2018.**
    a. Certified copy of passport
    b. Certified copy of driving license issued by State government
    c. Certified copy of voter Identification card and/or
    d. Certified copy of AADHAR Card

    Also, submit copy of your PAN Card (Mandatory).

    Note: Your Originals will be returned after verification.
13. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. BCA and/or Graduate degree mark sheets.
    d. BE and/or MCA Semester mark sheet
14. Your appointment is a full-time assignment and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
15. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries
16. Salary and level of earnings within your group is personal to you depending upon your background, experience and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
17. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.
18. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.
19. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely,

ATTESTED

M C Sharma

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

Principal
Trident Academy of Technology
Bhubaneswar-751024

Ghasiram Naik

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

Job Offer Letter

Dear Abhishek Nayak, November 14, 2018

I am pleased to offer you, subject to the Offer Contingencies below, a position as a **Software Trainee** with **Yusata Infotech Private Limited.**

Offer Contingencies: This offer, is contingent on:

i) You're having no conflicting obligations that would prevent you from working for Yusata Infotech Private Limited.
Compensation: Your remuneration will be at the rate of **₹13,500/- (CTC) per Month during Probation/training period**. You are entitled for compensation package of **₹18,500/- (CTC) per Month for first year after successful completion of Probation/training**. Based on your performance, you may be entitled for increment of next years, which will be in between 10% to 30%. Your Salary In-hand will be after Your PF/ESI/TDS Deductions from CTC.

1. **Probation period**: After the joining date, first 2 month will be considering as a probation period, during the probation period you are not entitled to have any vacations.
2. **Training period**: After successful completion of **probation period**, 4 to 6 month will be considering as **a Training Period**, during the Training period you are not entitled to have any vacations.
3. While on **probation**, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
4. Initial contract period for your employment is up to **30 Months full time employment including probation/ Training period,** based on your contract period company have few binding conditions.
   a. You must sign a bond guarantee for the equivalent in terms of 12 month of current basic salary compensation, Exact terms and condition will be pass given to you in a separate document.
   b. You need to provide a signed check of 12 Months basic salary to comply with agreement, Company can use this cheque if you break the bond and not prior to that.
5. Your entitlement to statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition of the Project incentive.
6. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you have to provide company **at least 6weeks of notice period**, prior the relieve from your job responsibility. In case of immediate release, you may have to compensate in financial terms. As well as forced saving amount will be forfeit as a Penalty.
7. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as **company, may black list the candidate for future employment.**
8. **Vacation**: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
9. Office working hours start from 8:30 AM, but work facility is available for employee to use for 24x7

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Yusata Infotech
bringing technology closer to life

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

10. You are required to have the average 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
11. Your appointment is effective from **December 17, 2018** and you will report to the Head of Recruitment.
12. Submit Original of your credentials and emergency contact information for verification **on or before December 17, 2018.**
    a. Certified copy of passport
    b. Certified copy of driving license issued by State government
    c. Certified copy of voter Identification card and/or
    d. Certified copy of AADHAR Card

    Also, submit copy of your PAN Card (Mandatory).

    Note: Your Originals will be returned after verification.
13. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. BCA and/or Graduate degree mark sheets.
    d. BE and/or MCA Semester mark sheet
14. Your appointment is a full-time assignment and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
15. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries
16. Salary and level of earnings within your group is personal to you depending upon your background, experience and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
17. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.
18. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.
19. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely,

M C Sharma

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

ATTESTED

Abhishek Nayak

Principal
Trident Academy of Technology
Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

10th January 2019
Ms Shaswati Upadhyaya
Bhubaneswar

Sub: Appointment Letter

Dear Ms Shaswati,

In furtherance to our last discussion, we are pleased to offer you a position in OdiTek Solutions Pvt. Ltd. Your place of posting will be at our Development Center, Bhubaneswar, and your CTC is INR 2,00,000 Per Annum. Your compensation package will be consisting of base salary, HRA and DA. Please note that deduction as per Govt rules like Taxes etc. are applicable on top of your salary, if any.

Your designation at OSPL would be **"Software Trainee"**, and you will report to **Tech Lead.** This will be used for all communication & would reflect in our databases.

Please note that by accepting this appointment letter, you are also accepting the terms of the NDA as well.

The offer made to you here-under is valid and subject to your satisfactory medical examination and reference checks. The Company reserves the rights to carry out reference verifications or background checks prior to your joining of the Company or during the course of your employment with us, either ourselves or through third party agencies engaged by us. Such reference checks and verifications, amongst others, would include past employment & salary, criminal records, countries resided in or worked in etc and other details provided by you to the Company. You understand and acknowledge that this is a requisite and you shall not raise any objection what so ever to the said background checks or reference verifications.

If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the Company shall reserve the rights to withdraw this offer or in case of such discovery occurring after your joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

You will be under a **Probation Period of 6 months**, after which your performance will be reviewed and upon successful completion of this period, your employment with the Company can be made confirmed. Company reserves the rights to continue or dis-continue with your services at any point during the probation period or after it, without explanation.

You are requested to **join us on or before "1st March 2019"** and report to work at 10AM. Please sign the duplicate of this offer letter as a token of your acceptance and return it to HR on the date of joining.

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Trident Academy of Technology
Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

Please submit the following documents while joining the Company:-

- Photo copies of Qualification (Matriculation onwards, including any certificates etc)
- Photo copy of Pan Card and Aadhar Card
- Address Proof (Electricity bill, Bank Statement etc)
- Photo copy of your Passport, VISA (if any)
- Two Passport size photographs
- Copy of your resignation and acceptance of your resignation by your current employer (if applicable)
- Copy of previous companies relieving letters (if applicable)

Please note that you will be required to carry originals of these mentioned documents while joining the Company. You need to sign an NDA (Non-Disclosure-Agreement) with OSPL on your joining to a technical project, to safe guard the proprietary ownership of products, technologies, innovations or ideas from outside.
You will not disclose the remuneration received by you to any other employee of OSPL or outside, except when it is officially required or HR.

OSPL Employee Handbook containing professional conduct and code of ethics, details of compensation will be provided to you after you joining the Company.
Your signature on this offer letter signifies that you have received and read the terms of the offer and summary of compensation mentioned here-with, and agree to abide by the rules of the Company after joining.

Sincerely,



Abinash Ghosh
Director

I am fully informed and I acknowledge that the initial terms and conditions of the employment are understood by me, and I also agree to abide by the rules and policies of the Company after joining.

Shaswati Upadhyaya

Candidate Name

Start Date:01/03/2019

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Bhubaneswar-751024

CTC Breakup		
	Annually	**Monthly**
Basic	99900	8,325
HRA	59940	4,995
Conveyance	24972	2,081
Performance Bonus	13939	1,162
Gross	**198751**	**16563**
Deductions		
Employee PF contribution	11988	999
Employee ESI contribution	1,488	124
Professional Tax	1,500	125
TDS	-	-
Total Deductions	**14976**	**1248**
Net Salary Payable	**183775**	**15315**
Add: Employer ESI contribution	6,456	538
Add: Employer PF contribution	11988	999
Add: Employer Gratuity contribution	4805	400
CTC	**222000**	**18500**

- Your salary might be subjected to deduction of tax at source as per the provisions of Income Tax Act of Government of India as may be amended from time to time. Management will take decision on TDS; else you have to return your taxes due to income received as salary based on Govt. of India rules.

You will be on probation for a period of six months. You will be deemed to have completed the probation period, subject to:

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- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization.

The employees who do not complete their probation would not be eligible for Promotion, Salary Increase or Incentive Payments. Such benefits would be held back till the successful completion of Probation.

Your employment with the Company may be terminated after giving a notice of **two months** or salary in lieu thereof. You are bound to give **two months' notice** before leaving the services of the Company .In-case you are not serving the notice period then company may decide not to provide any supporting documents relating to your employment like experience letter, relieving letter / resignation letter . You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company.

The company has the right to transfer you to any of the existing or future office or client locations.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

We will be proud to have you as a member of our team to further enhance OSPL's position as leading Software Company in the communication sector as well as a Best Employer.

Looking forward to a bright future and long term association with the OSPL team,

Yours sincerely,

Abinash Ghosh
Director

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Trident Academy of Technology
Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

10th January 2019
Ms Arundhati Rana
Bhubaneswar

Sub: Appointment Letter

Dear Ms Arundhati,

In furtherance to our last discussion, we are pleased to offer you a position in OdiTek Solutions Pvt. Ltd. Your place of posting will be at our Development Center, Bhubaneswar, and your CTC is INR 2,00,000 Per Annum. Your compensation package will be consisting of base salary, HRA and DA. Please note that deduction as per Govt rules like Taxes etc. are applicable on top of your salary, if any.

Your designation at OSPL would be **"Software Trainee"**, and you will report to **Tech Lead.** This will be used for all communication & would reflect in our databases.

Please note that by accepting this appointment letter, you are also accepting the terms of the NDA as well.

The offer made to you here-under is valid and subject to your satisfactory medical examination and reference checks. The Company reserves the rights to carry out reference verifications or background checks prior to your joining of the Company or during the course of your employment with us, either ourselves or through third party agencies engaged by us. Such reference checks and verifications, amongst others, would include past employment & salary, criminal records, countries resided in or worked in etc and other details provided by you to the Company. You understand and acknowledge that this is a requisite and you shall not raise any objection what so ever to the said background checks or reference verifications.

If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the Company shall reserve the rights to withdraw this offer or in case of such discovery occurring after your joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

You will be under a **Probation Period of 6 months**, after which your performance will be reviewed and upon successful completion of this period, your employment with the Company can be made confirmed. Company reserves the rights to continue or dis-continue with your services at any point during the probation period or after it, without explanation.

You are requested to **join us on or before "1st March 2019"** and report to work at 10AM. Please sign the duplicate of this offer letter as a token of your acceptance and return it to HR on the date of joining.

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OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

Please submit the following documents while joining the Company:-

- Photo copies of Qualification (Matriculation onwards, including any certificates etc)
- Photo copy of Pan Card and Aadhar Card
- Address Proof (Electricity bill, Bank Statement etc)
- Photo copy of your Passport, VISA (if any)
- Two Passport size photographs
- Copy of your resignation and acceptance of your resignation by your current employer (if applicable)
- Copy of previous companies relieving letters (if applicable)

Please note that you will be required to carry originals of these mentioned documents while joining the Company. You need to sign an NDA (Non-Disclosure-Agreement) with OSPL on your joining to a technical project, to safe guard the proprietary ownership of products, technologies, innovations or ideas from outside.
You will not disclose the remuneration received by you to any other employee of OSPL or outside, except when it is officially required or HR.

OSPL Employee Handbook containing professional conduct and code of ethics, details of compensation will be provided to you after you joining the Company.
Your signature on this offer letter signifies that you have received and read the terms of the offer and summary of compensation mentioned here-with, and agree to abide by the rules of the Company after joining.

Sincerely,



Abinash Ghosh
Director

I am fully informed and I acknowledge that the initial terms and conditions of the employment are understood by me, and I also agree to abide by the rules and policies of the Company after joining.

Arundhati Rana

Candidate Name

Start Date:01/03/2019

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- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization.

The employees who do not complete their probation would not be eligible for Promotion, Salary Increase or Incentive Payments. Such benefits would be held back till the successful completion of Probation.

Your employment with the Company may be terminated after giving a notice of **two months** or salary in lieu thereof. You are bound to give **two months' notice** before leaving the services of the Company .In-case you are not serving the notice period then company may decide not to provide any supporting documents relating to your employment like experience letter, relieving letter / resignation letter . You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company.

The company has the right to transfer you to any of the existing or future office or client locations.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

We will be proud to have you as a member of our team to further enhance OSPL's position as leading Software Company in the communication sector as well as a Best Employer.

Looking forward to a bright future and long term association with the OSPL team,

Yours sincerely,

Abinash Ghosh
Director

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Bhubaneswar-751024

CIN No. U66010RJ2006PLC029979

IRDAI Registration Number - 137

SHRIRAM GENERAL INSURANCE COMPANY LIMITED
E-8, EPIP, RIICO Industrial Area, Sitapura, Jaipur, Rajasthan-302022, INDIA.

SHRIRAM General Insurance
BE INSURED... REST ASSURED

E-8, EPIP, RIICO, Sitapura, JAIPUR (Raj.) 302 022
Phone: 0141-3220900/2/4, 3928400 Fax: 0141-2770693

HRD/APL/SGI/2019/12536
Dated: 29th May, 2019

To,
Mr. Nirlepa Kumar Aich
Niundani
Kendujhar
Odisha - 758078
Mobile: 8338997737

Dear Mr. Aich,

Offer Cum Appointment Letter

With reference to the interview you had with us, we are pleased to appoint you as **Relationship Executive – Marketing (Shri Shoppe)** on the following terms and conditions:

1. *SALARY:* You will be paid a Salary of **Rs. 15,000/- (CTC) per month** as per the following break-up:

BASIC	:	9620	*Per Month*
HRA	:	2262	*Per Month*
GROSS (Rs.)	:	11882	*Per Month*
BONUS / EXGRATIA (to be paid annually)	:	1400	*Per Month*
PF (Company Contribution)	:	1154	*Per Month*
ESIC (Company Contribution)	:	564	*Per Month*
CTC (Rs.)	:	15000	*Per Month*
ANNUAL CTC (Rs.)	:	180000	

In addition to the above, you will be eligible for petrol and mobile reimbursement (if used for official purposes) as per the following.
a. Petrol Reimbursement: Maximum 30Ltr. Per month (Subject to production of Bill/Log Book).
b. Mobile Reimbursement: Maximum Rs. 500/- Per month (Subject to production of Bill)

2. *POSTING & DATE OF JOINING:* You will be posted at our **Jajpur Branch,** the address which is **"Shriram General Insurance Co. Ltd., Chorda By Pas Road, Jajpur Road, Jajpur, Odisha-755019"** You are required to report at our branch on or before **10th June, 2019 at 09:30 hrs.** and submit the joining report duly signed by you to the undersigned. The date mentioned in the joining report shall be recorded as your date of joining in our records.

3. *REPORTING:* For Functional, Operational and Administrative Purposes, you will report to **Mr. Ganesh Chandra Barik – Marketing, Marketing (Shri Shoppe).**

4. *NOTICE PERIOD:* You will be on probation for a period of Six Months and your confirmation will depend upon the satisfactory performance during this period. Your services may be terminated without giving any notice and assigning any reason during the probation period. On confirmation, your services may be terminated with advance notice of three months. **In any case you intend to leave the company after completion of service here, you will have to give the company a notice of three months. In case of failure to give such notice you shall be liable to pay the Company three months' salary in lieu of notice period. If the notice period is shorter than the three month notice period, the same will be deducted from the three month period and the salary has to be paid by you for the residual period of the notice period.**

Contd. On page 2

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Signature of Candidate

5. *DRESS CODE:* You are required to attend the office in the decent dress code.

6. *LEAVE ELIGIBILITY:* You will be eligible for 12 Casual Leaves only on Pro-Rata basis in the First Calendar Year of service and thereafter every calendar year, which are non-cumulative in nature. On completion of One Year of service you will be eligible for 12 Sick Leave and 12 Privilege Leave.

7. Your services are liable to be transferred to any office of the company whether in India or abroad at the sole discretion of the Management.

8. This appointment order is made on the understanding that the information and relevant documents provided by you are correct, true and complete. If it is found at any point of time that the same provided by you is not true, incorrect, incomplete or fraudulent in nature, **your employment shall be liable to be terminated without assigning any reasons thereof or without giving any notice**.

9. This appointment order is made on the understanding that, beside the above, delay in submission of your document will debar you from being eligible for confirmation/ increment/ promotion and any incidental benefits.

10. You are debarred to discuss or to disclose by any means any matters, policies, transactions, accounts or any other information pertaining to the Company with outsiders. Further during the course of employment employee shall keep all the information of the company confidential, which may be known to him/her by any means and shall use it in officially authorized manner. Employee shall not share any of his password, security token or any information which is authorized to him/her and He/ She will be responsible and accountable for maintaining those authentications during his/her service period with the company. Upon termination of his/her service for any reason employee will return all records and other information of the company which have been given to him/her in the course of his/her employment or may have come into his/her possession by any means, employee will not attempt to make or retain copies of any data, information or records of company by any means. Employee will be charged and subject to legal actions in case of information breach during his/her term of employment even upon termination of his/her service.

11. You are also debarred, by virtue of your employment in this Organization, to get involved in any other employment or assignment, be it temporary or permanent in nature, without an explicit written permission from this Organization.

12. At any point of time if it is revealed that any of your **/activities /conduct /negligence of work /disobedience of Management's decision/misbehavior with any of the colleagues/ use of foul language etc.**, during office hours or beyond is prejudicial to the interests of the Company, your services will be terminated summarily without any Notice. You will not join any of the competitors of Shriram General Insurance Company Ltd. for a period of three months from the date of leaving the Company.

13. You will have to undergo the Licentiate exam at your own cost as an employee of Shriram General Insurance Company Limited, though necessary training for clearing the same will be provided by SGI training center.

F.Ahmad

Contd. On page 3

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SHRIRAM GENERAL INSURANCE COMPANY LIMITED
E-8, EPIP, RIICO Industrial Area, Sitapura, Jaipur, Rajasthan-302022. INDIA.

SHRIRAM General Insurance
BE INSURED... REST ASSURED.

E-8, EPIP, RIICO, Sitapura, JAIPUR (Raj.) 302 022
Phone: 0141-3220900/2/4, 3928400 Fax: 0141-2770693

14. You will retire from the services of the Company on attaining the age of 60 years or on completion of 35 years of continuous service with the Company, whichever is earlier.

15. You will be liable to pay damage(s) to the company for the loss caused by you directly or indirectly, in addition to other legal remedies, which may be required for violating any of the provisions of this appointment letter / agreement etc. and the Courts at Jaipur will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

16. All the disputes and differences between SGI and you, shall be resolved under the Arbitration and Conciliation Act, 1996, and by an arbitrator who shall solely be appointed by the Manager HR/Authorized Representative and whose decision shall be binding upon the parties. Further, the place of jurisdiction in all matters, including arbitration shall be confined to Jaipur only.

17. Only if you agree with all the clauses, place your signature on required place as a token of your acceptance of this appointment letter.

18. <u>*ACCEPTANCE:*</u> Please return the duplicate copy of this letter, duly acknowledged as a token of your acceptance of the terms and conditions.

We welcome you to Shriram General Insurance Company Ltd. and look forward to a fruitful association.

Best Wishes,
For and Behalf of
Rohit Mathur
AGM – Human Resource

(Authorized Signatory)

I, Mr./Ms. _____
_____, S/O, D/O Shri_____
_____, do hereby accept the terms and conditions of the Appointment Letter issued to me.

_____
(S I G N A T U R E & D A T E)

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Sudofire

+91 9811406941
www.sudofire.com
335, Tower A, Spaze iTech Park,
Sector 49, Sohna Road, Gurgaon

STRICTLY PRIVATE & CONFIDENTIAL

Date: 10-September-2018

APPOINTMENT LETTER

Dear Lokesh

With reference to your interview and subsequent discussions you had with us, the management is hereby pleased to appoint you in our organisation on the following terms & conditions:

Location

You shall be based at Gurgaon. Your Date of Joining is **7th January 2019**

Position

You shall be appointed as ***Trainee - Project Coordination*** and you will be expected to carry out duties appropriate to this appointment.

Duties

You will perform duties as allocated to you, conscientiously and exercising due diligence and care. On account of business reasons, these may be modified from time to time and the changes will be communicated to you.

Salary & Benefits

You will receive compensation of **Rs. 8,000/- (Eight Thousand Only) per month** for a period of 3 months. The period of training is strictly performance bound. It can be increased/decreased based on the level of performance. If your performance is good, your CTC after the training period would be **2-4 LPA.** This is purely performance bound. Income Tax or any other statutory deductions, if applicable will be done at source. The perquisites applicable to your grade are subject to alteration and amendment.

Probation

You will be on probation for a period of **3 months**, from your date of joining, after which your performance will be evaluated. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 3 months if your performance is not found satisfactory. If confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms to you in writing.

During the probation period either party may terminate this agreement by giving 15 days notice or salary in lieu thereof is given.

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335, Tower A, Spaze ITech Park,
Sector 49, Sohna Road, Gurgaon

Notice Period

After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.

However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanour which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

Company Rules & Regulations

You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.

Your working hours, weekly-offs, holidays, leave rules etc. will be governed by the rules and regulations of the Company. You will observe and be governed by all the rules and regulations of the Company that are in force now and also those that may come into force at a future date, even if they are not individually notified to you in writing. The Company has the sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.

Termination of Service

The Company retains the right to terminate services without any prior notice or payment in lieu of notice, in the event of any misrepresentation, misconduct, and violation of discipline, criminal offence, illegal action, breach of Company policy or any activities amounting to moral turpitude or jeopardising the interests of the Company.

Integrity & Confidentiality

You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.

During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

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+91 9811406941
www.sudofire.com
335, Tower A, Spaze iTech Park,
Sector 49, Sohna Road, Gurgaon

You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:

I. Keep confidential and not disclose to any unauthorised persons:

- All Company information, Codes, Files, Client information and any Accounts,
- Company intelligence, consisting of sensitive research or development, either acquired or in the process of being carried out,
- Technical capability and
- Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment.

II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.

III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organisation or their associates/ affiliates, which is in competition with Sudofire Technologies LLP

IV. Solicit or endeavour to entice any employee or person involved, directly or indirectly, from any of the Company's operations.

Please sign a copy of this letter and return it to us as a token of your acceptance of this offer.

We welcome you as a member of our team and wish you a successful career with **Sudofire Technologies LLP**

Yours faithfully,
Anshul Arora
Cofounder & CEO

FOR SUDOFIRE

DECLARATION :

I HAVE UNDERSTOOD THE ABOVE RULES & REGULATIONS AND ACCEPT THE SAME TO BE CONFIRMING ON OR BEFORE 15 September, 2018 AFTER WHICH THIS OFFER STANDS NULL.

Mr. Lokesh ..Lokesh Singh..(Signature)

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

GUGNANI AUTOCARS PVT. LTD.
Passenger Car Dealer

TATA MOTORS

Date: 19/Jan/19

To,

TRIDENT ACADEMY
OF TECHNOLOGY

Dear Mr/Ms: ABHISHEK MOHAPATRA

PRE - OFFER LETTER

We refer to the recent discussions we had regarding Career Opportunities in Gugnani Group. We are pleased to extend you a pre offer letter for the position of C.A

You are required to submit the following documents by ~~27th July 2018~~ 27th JAN 2019 to give you the final offer letter -

- Last 3 months salary slip/Bank statements(for salary proof)
- 10th , 12th , graduation and any other educational qualification mark sheets
- Aadhar Card
- Recommendation Certificate if any
- Training Certificate if any
- Any rewards and recognition certificate

A detailed Offer cum Appointment letter will be issued to you post completion of our entire recruitment procedure of Gugnani Autocars. The reporting date will be communicated to you separately.

This offer is subjected to reference checks, complete suitability for this position and completion of salary discussion and its acceptance.

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

We wish you a rewarding and successful career ahead with us.

Best Wishes

Yours sincerely

Gugnani Autocars Private Limited Cuttack

Authorised Signatory

SALARY OFFERED:- 10K + T.A/D.A

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Bhubaneswar-751024

P.S - Kindly submit your documents at our regd. Office:
Plot No- 2271, Above Gugnani Honda,
Biswal Commercial Complex,
Cuttack Road, Bhubaneswar-751006.
Mob: 9040008603 , 9340794141

Offer: Computer Consultancy
Ref: TCSL/CT20161969850/Kolkata
Date: 05/10/2018

Mr. Shubham Agarwal
Viim-87Sailashree Vihar Phase 7,
Rangeshwar Temple,
Bhubaneshwar-751023,
Orissa.
Tel# 91-9078068650

Dear Shubham Agarwal,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**6,270/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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Tata Consultancy Services Limited
Building 1A. EcoSpace. Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Shubham Agarwal
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	[illegible]	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and trusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/CT20172194522/Kolkata
Date: 05/10/2018

Mr. Subham Verma
Sub Plot 1Tulsi Vihar Complex,
Sailashree Vihar,
Bhubaneswar-751024,
Orissa.
Tel# 91-7008433646

Dear Subham Verma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE
You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL.

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Subham Verma
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Offer: Computer Consultancy
Ref: TCSL/CT20172196935/Kolkata
Date: 05/10/2018

Ms. Aishwarya Nishipadma Nayak
F/28,Chandaka Industrial Area,PatiaInfocity Road,
Hotel 7saat,
Bhubaneswar-751024,
Orissa.
Tel# -7978095186

Dear Aishwarya Nishipadma Nayak,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE
You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL.

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving [illegible] calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Aishwarya Nishipadma Nayak
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Offer: Computer Consultancy
Ref: TCSL/CT20161969763/Kolkata
Date: 05/10/2018

Ms. Priyanka P Samantaray
C/O-Sadasiba SamantarayAt/Po-Jagannathpur,
Via-Balianta,
Bhubaneswar-752101,
Odisha.
Tel# 91-8327747891

Dear Priyanka P Samantaray,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹1,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	**Priyanka P Samantaray**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Trident Academy Of Technology, Bhubaneswar**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Offer: Computer Consultancy
Ref: TCSL/CT20161969850/Kolkata
Date: 05/10/2018

Mr. Shubham Agarwal
Viim-87Sailashree Vihar Phase 7,
Rangeshwar Temple,
Bhubaneshwar-751023,
Orissa.
Tel# 91-9078068650

Dear Shubham Agarwal,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**6,270/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Shubham Agarwal
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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TATA

Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and trusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Offer: Computer Consultancy
Ref: TCSL/CT20161969763/Kolkata
Date: 05/10/2018

Ms. Priyanka P Samantaray
C/O-Sadasiba SamantarayAt/Po-Jagannathpur,
Via-Balianta,
Bhubaneswar-752101,
Odisha.
Tel# 91-8327747891

Dear Priyanka P Samantaray,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated, no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Building 1A. EcoSpace. Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Trident Academy of Technology
Bhubaneswar-751024

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GROSS SALARY SHEET

Annexure 1

Name	Priyanka P Samantaray
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Offer: Computer Consultancy
Ref: TCSL/CT20161985606/Kolkata
Date: 05/10/2018

Ms. Shakti Pattanaik
Near Jagannath TempleSailashree Vihar,
Near Jagannath Temple,
Bhubaneswar-751024,
Odisha.
Tel# 91-8093474955

Dear Shakti Pattanaik,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Shakti Pattanaik
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,57	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Integrity, Innovation, Serenity

Tudip/EM/CAM 2020

January 18, 2020

To,

Hrudesh Lenka
Trident Group of Institutions, Bhubaneswar

Subject: OFFER OF INTENT

Dear Hrudesh,

Congratulations!

We are pleased to inform you that based on your performance in campus drive held, you have been shortlisted for the position of **Associate Project Engineer Band – L1** with Tudip Technologies Pvt. Ltd. This letter is a formal confirmation of the selection. Please refer this letter in all the future correspondence.

Please note this offer is not an **"offer"** or **"offer of employment"** or a **"Legally binding contract of employment"**. The contents of this offer are strictly between you and Tudip Technologies. Please treat this offer and the contents hereof as personal and confidential.

This offer is valid subject to you:

- Submitting all necessary documents at the time of joining.
- Submitting a service agreement agreeing to serve the company for a period of 2 years from the date of commencement of training, delivering good performance from the day of joining, with no waivers

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or your suppress material information regarding your qualification or experience, Tudip Technologies reserves the right to revoke this offer of intent without any notice.

You would be receiving an Offer Letter along with joining details, after successful completion of your academic course and based on our future project requirements.

Please feel free to get in touch with us, if you have any questions or concerns.

We are eagerly looking forward to welcome you in the ever growing Tudip family. :)

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Yours sincerely,

Human Resource Manager

Principal
Trident Academy of Technology
Bhubaneswar-751024

XCEL India

NYINSTITUTE
EL EXITO A EXCELENCIA

Prince Info Park, B-Block, 5th Floor
81B, 2nd Main Road, Ambattur Industrial Estate
Chennai, 600058 TN (India)
+91 7550 290 444 contact@nyinst.com www.nyinst.com

Trident Academy Of Technology
Prof. Nani Gopal Das
Bhubaneswar, Odisha

29/01/2019

Sub: Conditional Employment Offer Letter for Ms. D. K. Bhagyashree **, XCEL Corp USA, Chennai**

Dear Prof. Nani Gopal Das :
We are pleased to extend a conditional employment offer to D.K. Bhagyashree "Employee" with our company XCEL Corp. USA at our R&D center in Chennai.

Job Role & Responsibility

- Employee will undergo **Pre-Placement Induction Program (PPIP)** for initial 90 days working on live projects (various latest technology stack)
- After successful completion of PPIP, based on the performance he/she will be offered the final employment agreement.
- Employee will be engaged in various hands-on live projects with various technology stacks based on his interest and performance during PPIP process.

Fee

- Employee is required to pay a fee of Rs. 30,000.00 (Thirty Thousand) prior to commencement of the PPIP

Compensation

- After completion of 90 days of PPIP, employee will be compensated as below:

Period	Compensation	Additional Info
First 3 months following completion of PPIP	12,000.00 – 15,000.00 per month	• Employment will be confirmed based on PPIP performance. • Employee will work on live projects.
After 3 months of service (4th month – 18 months)	2.4 Lakhs – 3.6 Lakhs per annum	• Based on first 3 months of performance • Performance will be reviewed every 6 months of service

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Terms & Conditions

1. After PPIP, employee has the option to continue as an employee of XCEL Corp or has the option to opt out

Prince Info Park, B-Block, 5th Floor
81B, 2nd Main Road, Ambattur Industrial Estate
Chennai, 600058 TN (India)
+91 7550 290 444 contact@nyinst.com www.nyinst.com

opportunity with our clients (on site) or employment of his/her choice.

2. If he/she elects to continue with XCEL Corp as an employee, he/she must serve XCEL Corp for a minimum period of 18 months after the completion of PPIP
3. Employee must submit the following document as part of this agreement:
    a. Original High School Certificate
    b. Original Senior Secondary Certificate
    c. Original Undergraduate/Graduate/Diploma Certificate
    d. Identification Document (Photocopy – self attested): Aadhar card, Pan Card, Address proof etc.
    e. The original documents will be returned back to the employee after eighteen months of service
4. After completion of PPIP and before 18 months of service period, if employee breaches the agreement or is terminated due to poor performance or is in violation of company policies and guidelines, he/she is required to pay one lakh rupees as punitive damage incurred towards the cost of the training program etc.
5. We request the institution to release the original degree certificates and mark sheets to XCEL Corp on behalf of the employee as part of this agreement.

Please review the employment offer letter and sign below if terms and conditions are acceptable and return to us within 5 business days.

Employee Signature:	**Institution Signature & Seal:**	**XCEL Corp Signature & Seal**
Signature:	Signature:	Signature:
D. K. Bhagyashree	Authorized Signatory Name:	Authorized Signatory Name:
	Institution Name: Trident Academy Of Technology	SEAL:
	SEAL:	

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Nov 1st, 2018

Mr. Sabyasachi Prusty

Mumbai

Dear **Sabyasachi Prusty**

This has reference to your application for employment in our Company, and the subsequent interviews you had with us. We are pleased to offer you're an employment as "**Jr.Software Developer**" at our **Kolkata** office on the terms and conditions as negotiated by you with the College.

Please note that this is merely an offer letter. On the date of your joining (17th December 2018), the standard appointment letter containing exhaustive terms and conditions of employment will be issued to you, subject to, this Company receiving the copies of following documents.

1. Education Certificates
2. Work Experience Certificates along with last three salary slips.
3. Relieving letter from the last employer
4. Proof of Date of Birth
5. Address proof
6. Copy of PAN Card
7. Two passport size photos
8. Contact information (Permanent and local address with telephone number)
9. Passport number (if)

Kindly confirm your acceptance on duplicate copy of this letter and indicate your date of joining.

Sincerely,
For XtremSoft Technologies

Authorised Signatory

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Bhubaneswar-751024

XtremSoft Technologies Pvt Ltd
802-Jai Antariksh, Makwana Road, Off Andheri Kurla Road, Andheri (East), Mumbai 400059
Ph: +91 22 29201323/24 | Email: contact@xtremsoftindia.com | Website: www. xtremsoftindia.com

Nov 1st, 2018

Mr. Mukti Prasad Sasmal

Mumbai

Dear **Mukti Prasad Sasmal**,

This has reference to your application for employment in our Company, and the subsequent interviews you had with us. We are pleased to offer you're an employment as "**Jr.Software Developer**" at our **Kolkata** office on the terms and conditions as negotiated by you with the College.

Please note that this is merely an offer letter. On the date of your joining (17th December 2018), the standard appointment letter containing exhaustive terms and conditions of employment will be issued to you, subject to, this Company receiving the copies of following documents.

1. Education Certificates
2. Work Experience Certificates along with last three salary slips.
3. Relieving letter from the last employer
4. Proof of Date of Birth
5. Address proof
6. Copy of PAN Card
7. Two passport size photos
8. Contact information (Permanent and local address with telephone number)
9. Passport number (if)

Kindly confirm your acceptance on duplicate copy of this letter and indicate your date of joining.

Sincerely,
For XtremSoft Technologies

Authorised Signatory

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Principal
Trident Academy of Technology
Bhubaneswar-751024

XtremSoft Technologies Pvt Ltd
802-Jai Antariksh, Makwana Road, Off Andheri Kurla Road, Andheri (East), Mumbai 400059
Ph: +91 22 29201323/24 | Email: contact@xtremsoftindia.com | Website: www. xtremsoftindia.com

Offer: Computer Consultancy
Ref: TCSL/CT20172196935/Kolkata
Date: 05/10/2018

Ms. Aishwarya Nishipadma Nayak
F/28,Chandaka Industrial Area,PatiaInfocity Road,
Hotel 7saat,
Bhubaneswar-751024,
Orissa.
Tel# -7978095186

Dear Aishwarya Nishipadma Nayak,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE
You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL.

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving [illegible] calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Aishwarya Nishipadma Nayak
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata - West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Bhubaneswar-751024

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FEEDBACK ENERGY DISTRIBUTION COMPANY LTD.
5TH FLOOR, JSS STP, TOWER II, IDCO PLOT NO E11/1 & 11/2,
INFOCITY AREA, CHANDRASEKHARPUR, BHUBANESWAR - 751024, ODISHA
+91-674-2301614-15, FAX: +91-674-2301909
WWW.FEDCO.CO.IN

January 16, 2019

Mr. Prashant Prakash Singh
Plot No – 94, Tulshi Vihar
Near Tulshi Complex , Sailashree Vihar
Bhubaneswar, Odisha, Pin - 751021

OFFER LETTER

Dear Prashant,

Further to our discussions with you, we are pleased to offer you appointment in Feedback Energy Distribution Company Ltd., on the following terms and conditions:

Designation	: **Management Trainee**
Terms of Appointment	: Regular
Total Compensation	: **Rs. 1, 60, 000/- p.a.** (Annexure I enclosed with salary break-up details
Probationary Period	: Six months
Date of Joining	: **On 2nd May, 2019**
Other Terms & Conditions	: As per Company Policies and Procedures

1) Please submit the following while reporting for duty:
   a. Documentary evidence in proof of your date of birth, photo identity and four copies of photographs
   b. Documents in support of your academic and professional qualifications (in original and copies). Originals will be given back after review
   c. Relieving letter, latest salary slip from the previous organization
   d. Form 16 (TDS Certificate) from previous employer
   e. Evidence of your Blood Group
   f. Updated Resume

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

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FEEDBACK ENERGY DISTRIBUTION COMPANY LTD.
5TH FLOOR, ISS STP TOWER II, IDCO PLOT NO E11/1 & 11/2,
INFOCITY AREA, CHANDRASEKHARPUR, BHUBANESWAR - 751024, ODISHA
+91-674-2301614-15, FAX: +91-674-2301909
WWW.FEDCO.CO.IN

2) This offer letter is issued on the understanding that all the information given by you in your resume and during the interviews is correct, true and complete. If it is found at any time that the information given by you when seeking appointment is not complete and true and/or you have knowingly suppressed any significant information, the Company will have the right either to withdraw this letter before you join the Company or terminate your appointment with the Company at any time and without any notice or compensation after you have taken up service with the Company.

3) Notwithstanding anything contained in this letter, if in the opinion of the Company, you have been found indulging in acts of misconduct, misbehavior or have been convicted for an offense involving moral turpitude or have lost the confidence of the Company or have acted in any other manner derogatory to the interests of the Company, the Company shall have the right to terminate your services without any notice, and the decision of the Company shall be binding and final.

4) Your service from the Company is terminable by giving one-month written notice, or one month's fixed salary, in lieu of notice during the probation period. The company reserves the right to accept salary in lieu.

5) A detailed appointment letter will be issued to you on your joining.

6) Please return to us the duplicate copy of this letter duly signed not later than one week of the date of issuance as a token of your acceptance of the above terms and conditions and confirming the exact joining date. This offer letter stands automatically withdrawn otherwise.

7) Presently you have been appointed for Central Electricity Supply Utility of Odisha. (CESU) project and this appointment is co-terminus with the contract between Feedback Energy Distribution Company Ltd. and CESU. If you are transferred to any other project your appointment is valid as per the tenure of that project.

8) You are employee of FEDCO and merely because FEDCO is a franchisee of CESU for distribution of power, you shall have no claim on CESU.

9) Depending on Organisational requirement your services are liable to transfer to any office of FEDCO within and outside the state of Odisha.

We welcome you to FEDCo and look forward to a mutually rewarding association.
Yours sincerely,

Sudeshna Pattnaik

Sudeshna Pattnaik
Deputy General Manager - HCD

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

I accept the offer subject to the terms and conditions as specified above. I shall join duty on 2nd May 2019

Signature Prashant Prakash Singh **Name** PRASHANT PRAKASH SINGH **Date** 26/03/19

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FEEDBACK ENERGY DISTRIBUTION COMPANY LTD.
5TH FLOOR, JSS STP, TOWER II, IDCO PLOT NO E11/1 & 11/2,
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+91-674-2301614-15, FAX: +91-674-2301909
WWW.FEDCO.CO.IN

Annexure – I

Name :	Prashant Prakash Singh	
Designation :	Management Trainee	
Advisory / Technical	Technical	
Gross Salary	**Monthly**	**Yearly**
CTC	13333	160000
Basic Salary	8000	96000
House Rent Allowance	3445	41335
Gross Sub Total: #	**11445**	**137335**
Social Cost :		
Provident Fund (Employer Contribution)	960	11520
Gratuity Contribution	385	4618
ESI (Employer Contribution)	544	6523
Sub Total: Social Cost	**1888**	**22661**
CTC Salary - Fixed	13333	160000
Provident Fund (Employee Contribution)	960	11520
Less: ESI (Employee)	200	2403
Net Pay* (actual net pay may vary subject to deduction of applicable taxes such as income tax, professional tax etc.)	**10284**	**123412**

The above pay structure is subject to modification in case the ESI Act is not applicable.
This amount will be subject to statutory tax deductions such as Income Tax, Provident Fund, Professional Tax.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

FEDCO

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Feedback Energy Distribution Company Ltd
[illegible]
[illegible]
[illegible]
www.[illegible]

January 16, 2019

Mr. Rudra Prasad Mishra
At/Po - Lathipada, Nuasahi
Dist - Nayagarh, Odisha
Pin - 752079

OFFER LETTER

Dear Rudra,

Further to our discussions with you, we are pleased to offer you appointment in Feedback Energy Distribution Company Ltd., on the following terms and conditions:

Designation	: **Management Trainee**
Terms of Appointment	: Regular
Total Compensation	: **Rs. 1, 60, 000/- p.a.** (Annexure I enclosed with salary break-up details
Probationary Period	: Six months
Date of Joining	: **On 2nd May, 2019**
Other Terms & Conditions	: As per Company Policies and Procedures

1) Please submit the following while reporting for duty:
   a. Documentary evidence in proof of your date of birth, photo identity and four copies of photographs
   b. Documents in support of your academic and professional qualifications (in original and copies). Originals will be given back after review
   c. Relieving letter, latest salary slip from the previous organization
   d. Form 16 (TDS Certificate) from previous employer
   e. Evidence of your Blood Group
   f. Updated Resume

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

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FEDCO

2) This offer letter is issued on the understanding that all the information given by you in your resume and during the interviews is correct, true and complete. If it is found at any time that the information given by you when seeking appointment is not complete and true and/or you have knowingly suppressed any significant information, the Company will have the right either to withdraw this letter before you join the Company or terminate your appointment with the Company at any time and without any notice or compensation after you have taken up service with the Company.

3) Notwithstanding anything contained in this letter, if in the opinion of the Company, you have been found indulging in acts of misconduct, misbehavior or have been convicted for an offense involving moral turpitude or have lost the confidence of the Company or have acted in any other manner derogatory to the interests of the Company, the Company shall have the right to terminate your services without any notice, and the decision of the Company shall be binding and final.

4) Your service from the Company is terminable by giving one-month written notice, or one month's fixed salary, in lieu of notice during the probation period. The company reserves the right to accept salary in lieu.

5) A detailed appointment letter will be issued to you on your joining.

6) Please return to us the duplicate copy of this letter duly signed not later than one week of the date of issuance as a token of your acceptance of the above terms and conditions and confirming the exact joining date. This offer letter stands automatically withdrawn otherwise.

7) Presently you have been appointed for Central Electricity Supply Utility of Odisha. (CESU) project and this appointment is co-terminus with the contract between Feedback Energy Distribution Company Ltd. and CESU. If you are transferred to any other project your appointment is valid as per the tenure of that project.

8) You are employee of FEDCO and merely because FEDCO is a franchisee of CESU for distribution of power, you shall have no claim on CESU.

9) Depending on Organisational requirement your services are liable to transfer to any office of FEDCO within and outside the state of Odisha.

We welcome you to FEDCo and look forward to a mutually rewarding association.
Yours sincerely,

Sudeshna Pattnaik

Sudeshna Pattnaik
Deputy General Manager - HCD

I accept the offer subject to the terms and conditions as specified above. I shall join duty on

Rudra Prasad Mishra RUDRA PRASAD MISHRA 26.03.19

Signature **Name** **Date**

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

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Annexure – I

Name :	**Rudra Prasad Mishra**	
Designation :	**Management Trainee**	
Advisory / Technical	**Technical**	
Gross Salary	**Monthly**	**Yearly**
CTC	**13333**	**160000**
Basic Salary	8000	96000
House Rent Allowance	3445	41335
Gross Sub Total: #	**11445**	**137335**
Social Cost :		
Provident Fund (Employer Contribution)	960	11520
Gratuity Contribution	385	4618
ESI (Employer Contribution)	544	6523
Sub Total: Social Cost	**1888**	**22661**
CTC Salary - Fixed	**13333**	**160000**
Provident Fund (Employee Contribution)	960	11520
Less: ESI (Employee)	200	2403
Net Pay* (actual net pay may vary subject to deduction of applicable taxes such as income tax, professional tax etc.)	**10284**	123412

The above pay structure is subject to modification in case the ESI Act is not applicable.

This amount will be subject to statutory tax deductions such as Income Tax, Provident Fund, Professional Tax.

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WWW.FEDCO.CO.IN

January 16, 2019
Mr. Sanat Khuntia
Bhubaneswar, Odisha

OFFER LETTER

Dear Sanat,

Further to our discussions with you, we are pleased to offer you appointment in Feedback Energy Distribution Company Ltd., on the following terms and conditions:

Designation	: **Management Trainee**
Terms of Appointment	: Regular
Total Compensation	: **Rs. 1, 60, 000/- p.a.** (Annexure I enclosed with salary break-up details
Probationary Period	: Six months
Date of Joining	: **On 2nd May, 2019**
Other Terms & Conditions	: As per Company Policies and Procedures

1) Please submit the following while reporting for duty:
   a. Documentary evidence in proof of your date of birth, photo identity and four copies of photographs
   b. Documents in support of your academic and professional qualifications (in original and copies). Originals will be given back after review
   c. Relieving letter, latest salary slip from the previous organization
   d. Form 16 (TDS Certificate) from previous employer
   e. Evidence of your Blood Group
   f. Updated Resume

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2) This offer letter is issued on the understanding that all the information given by you in your resume and during the interviews is correct, true and complete. If it is found at any time that the information given by you when seeking appointment is not complete and true and/or you have knowingly suppressed any significant information, the Company will have the right either to withdraw this letter before you join the Company or terminate your appointment with the Company at any time and without any notice or compensation after you have taken up service with the Company.

3) Notwithstanding anything contained in this letter, if in the opinion of the Company, you have been found indulging in acts of misconduct, misbehavior or have been convicted for an offense involving moral turpitude or have lost the confidence of the Company or have acted in any other manner derogatory to the interests of the Company, the Company shall have the right to terminate your services without any notice, and the decision of the Company shall be binding and final.

4) Your service from the Company is terminable by giving one-month written notice, or one month's fixed salary, in lieu of notice during the probation period. The company reserves the right to accept salary in lieu.

5) A detailed appointment letter will be issued to you on your joining.

6) Please return to us the duplicate copy of this letter duly signed not later than one week of the date of issuance as a token of your acceptance of the above terms and conditions and confirming the exact joining date. This offer letter stands automatically withdrawn otherwise.

7) Presently you have been appointed for Central Electricity Supply Utility of Odisha. (CESU) project and this appointment is co-terminus with the contract between Feedback Energy Distribution Company Ltd. and CESU. If you are transferred to any other project your appointment is valid as per the tenure of that project.

8) You are employee of FEDCO and merely because FEDCO is a franchisee of CESU for distribution of power, you shall have no claim on CESU.

9) Depending on Organisational requirement your services are liable to transfer to any office of FEDCO within and outside the state of Odisha.

We welcome you to FEDCo and look forward to a mutually rewarding association.
Yours sincerely,

Sudeshna Pattnaik

Sudeshna Pattnaik
Deputy General Manager - HCD

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

I accept the offer subject to the terms and conditions as specified above. I shall join duty on

Signature **Name** **Date**

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5TH FLOOR, JSS STP, TOWER II, IDCO PLOT NO E11/1 & 11/2,
INFOCITY AREA, CHANDRASEKHARPUR, BHUBANESWAR - 751024, ODISHA
+91-674-2301614-15, FAX: +91-674-2301909
WWW.FEDCO.CO.IN

Annexure – I

Name :	**Sanat Khuntia**	
Designation :	**Management Trainee**	
Advisory / Technical	**Technical**	
Gross Salary	**Monthly**	**Yearly**
CTC	**13333**	**160000**
Basic Salary	8000	96000
House Rent Allowance	3445	41335
Gross Sub Total: #	**11445**	**137335**
Social Cost :		
Provident Fund (Employer Contribution)	960	11520
Gratuity Contribution	385	4618
ESI (Employer Contribution)	544	6523
Sub Total: Social Cost	**1888**	**22661**
CTC Salary - Fixed	**13333**	**160000**
Provident Fund (Employee Contribution)	960	11520
Less: ESI (Employee)	200	2403
Net Pay* (actual net pay may vary subject to deduction of applicable taxes such as income tax, professional tax etc.)	**10284**	**123412**

The above pay structure is subject to modification in case the ESI Act is not applicable.

This amount will be subject to statutory tax deductions such as Income Tax, Provident Fund, Professional Tax.

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Yusata Infotech
bringing technology closer to life

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

Job Offer Letter

Dear Ghasiram Naik, November 14, 2018

I am pleased to offer you, subject to the Offer Contingencies below, a position as a **Software Trainee** with **Yusata Infotech Private Limited.**

Offer Contingencies: This offer, is contingent on:

i) You're having no conflicting obligations that would prevent you from working for Yusata Infotech Private Limited.
Compensation: Your remuneration will be at the rate of **₹13,500/- (CTC) per Month during Probation/training period**. You are entitled for compensation package of **₹18,500/- (CTC) per Month for first year after successful completion of Probation/training**. Based on your performance, you may be entitled for increment of next years, which will be in between 10% to 30%. Your Salary In-hand will be after Your PF/ESI/TDS Deductions from CTC.

1. **Probation period**: After the joining date, first 2 month will be considering as a probation period, during the probation period you are not entitled to have any vacations.
2. **Training period**: After successful completion of **probation period**, 4 to 6 month will be considering as **a Training Period**, during the Training period you are not entitled to have any vacations.
3. While on **probation**, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
4. Initial contract period for your employment is up to **30 Months full time employment including probation/ Training period,** based on your contract period company have few binding conditions.
   a. You must sign a bond guarantee for the equivalent in terms of 12 month of current basic salary compensation, Exact terms and condition will be pass given to you in a separate document.
   b. You need to provide a signed check of 12 Months basic salary to comply with agreement, Company can use this cheque if you break the bond and not prior to that.
5. Your entitlement to statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition of the Project incentive.
6. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you have to provide company **at least 6weeks of notice period**, prior the relieve from your job responsibility. In case of immediate release, you may have to compensate in financial terms. As well as forced saving amount will be forfeit as a Penalty.
7. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as **company, may black list the candidate for future employment.**
8. **Vacation**: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
9. Office working hours start from 8:30 AM, but work facility is available for employee to use for 24x7

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Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

10. You are required to have the average 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
11. Your appointment is effective from **December 17, 2018** and you will report to the Head of Recruitment.
12. Submit Original of your credentials and emergency contact information for verification **on or before December 17, 2018.**
    a. Certified copy of passport
    b. Certified copy of driving license issued by State government
    c. Certified copy of voter Identification card and/or
    d. Certified copy of AADHAR Card

    Also, submit copy of your PAN Card (Mandatory).

    Note: Your Originals will be returned after verification.
13. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. BCA and/or Graduate degree mark sheets.
    d. BE and/or MCA Semester mark sheet
14. Your appointment is a full-time assignment and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
15. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries
16. Salary and level of earnings within your group is personal to you depending upon your background, experience and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
17. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.
18. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.
19. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely,

ATTESTED

Principal
Trident Academy of Technology
Ghasiram Hall
Bhubaneswar-751024

M C Sharma

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

HIDESIGN

05 December 2018

Ms. Bhagyashree Dhal,
High Court Colony Qr No -A/6,Kaligali,
Chandin Chowk, Cuttack

Dear Bhagyashree,

Further to the interview you had with us, we are pleased to inform you that you have been selected as **Management Trainee - ASM** at our store in Hyderabad and you will be placed in Sales Department on the following terms and conditions.

- You may be transferred to any other location within the region or anywhere in India, if circumstances so necessitate to continue services on the same terms and conditions.
- Your total compensation and benefits will be as per the enclosure (Annexure 1).
- You will be on probation for a period of six months on your joining the company. Your confirmation is subject to our evaluation of your performance. If your performance is satisfactory, you will receive a letter of confirmation at the end of the confirmation process.
- You will be reporting to Assistant Retail Manager.

At the time of joining, please submit the following documents:

- Copy of all mark sheets and certificates of your academic qualification.
- Proof of Identity (copy of Driving License or Passport, Aadhaar card & Pan card).
- 2 Passport size photographs & bank account details.
- Your relieving letter, experience letter, a copy of your appointment letter from the previous organization and last drawn salary slips (last 3 months).

Notice period / Resignation:

You can resign from the services of the company by giving a notice period of one month. Any eligible leave cannot be adjusted towards the notice period. Notice period will have to be served by you in the event of your resignation. Your immediate sponsor has the right to waive off your service during the notice period, provided you agree to reimburse to the company amount equivalent to your one month salary for the remaining number of days. Notice period has to be served by all the employees.

The resignation letter has to be submitted to the Regional Head/Retail Manager through the Store Manager, which in turn will have to be forwarded to the HR Department at Pondicherry. The concerned Regional Head / Retail Manager have to authorize the

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resignation letter specifying the date of relieving. Settlement will be drawn only on receipt of the resignation letter along with the No Due Form from respective Regional Head/Retail Manager. You are accountable for the shortages in the store which will be deducted during the full and final settlement.

Rules and regulations:

You will be governed by the terms and conditions of the Employee Agreement, Staff Regulations and Rules as applicable to the employees of your category from time to time.

Annexure 1

Compensation & Benefits		
Compensation details	**Per Month (In Rs)**	**Per Annum (In Rs)**
Basic Salary	9,600	1,15,200
House Rent Allowance	4,000	48,000
Conveyance Allowance	2,400	28,800
Gross Salary	**16,000**	**1,92,000**
PF Employer Contribution	1,440	17,280
ESI Employer Contribution	760	9,120
Discounts*		10,000
Total CTC		**2,28,400**

*You are eligible for discounts at various Business Points of Hidesign as per Hidesign's Employee Discount Policy. The discount amount will not be paid in cash. You will be getting particular percentage of discounts at the points, worth Rs.10,000 per annum at your level.

The benefits stated above may be withdrawn, changed or modified by the Management at its sole discretion, from time to time and will be notified to you as per the company policy. CTC is inclusive of all benefits and statutory compliances.

As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.

With best wishes,
For Hidesign India Private Limited,

S Malarvadhani
Assistant Manager-HR

I, _____ the undersigned, acknowledge that I have received a copy of the above Offer Letter addressed to me, read it carefully and confirm my acceptance to it. I further confirm that I will fully comply with every terms and conditions specified thereto. I shall be reporting to duty on _____.

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Date

Signature

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17 December 2018

Ms. Lopamudra Priyadarshini,
Milk Chilling Plant (Omfed),
Nimapara, Puri.

Dear Lopamudra,

Further to the interview you had with us, we are pleased to inform you that you have been selected as **Management Trainee - ASM** in our store, Chennai and you will be placed in Sales Department on the following terms and conditions.

- You may be transferred to any other location within the region or anywhere in India, if circumstances so necessitate to continue services on the same terms and conditions.
- Your total compensation and benefits will be as per the enclosure (Annexure 1).
- You will be on probation for a period of six months on your joining the company. Your confirmation is subject to our evaluation of your performance. If your performance is satisfactory, you will receive a letter of confirmation at the end of the confirmation process.
- You will be reporting to Assistant Regional Head.

At the time of joining, please submit the following documents:

- Copy of all mark sheets and certificates of your academic qualification.
- Proof of Identity (copy of Driving License or Passport, Aadhaar card & Pan card).
- 2 Passport size photographs & bank account details.
- Your relieving letter, experience letter, a copy of your appointment letter from the previous organization and last drawn salary slips (last 3 months).

Notice period / Resignation:

You can resign from the services of the company by giving a notice period of one month. Any eligible leave cannot be adjusted towards the notice period. Notice period will have to be served by you in the event of your resignation. Your immediate sponsor has the right to waive off your service during the notice period, provided you agree to reimburse to the company amount equivalent to your one month salary for the remaining number of days. Notice period has to be served by all the employees.

The resignation letter has to be submitted to the Regional Head/Retail Manager through the Store Manager, which in turn will have to be forwarded to the HR Department at Pondicherry. The concerned Regional Head / Retail Manager have to authorize the

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resignation letter specifying the date of relieving. Settlement will be drawn only on receipt of the resignation letter along with the No Due Form from respective Regional Head/Retail Manager. You are accountable for the shortages in the store which will be deducted during the full and final settlement.

Rules and regulations:

You will be governed by the terms and conditions of the Employee Agreement, Staff Regulations and Rules as applicable to the employees of your category from time to time.

Annexure 1

Compensation & Benefits		
Compensation details	**Per Month (In Rs)**	**Per Annum (In Rs)**
Basic Salary	9,600	1,15,200
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Gross Salary	**16,000**	**1,92,000**
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Total CTC		**2,28,400**
*You are eligible for discounts at various Business Points of Hidesign as per Hidesign's Employee Discount Policy. The discount amount will not be paid in cash. You will be getting particular percentage of discounts at the points, worth Rs.10,000 per annum at your level. The benefits stated above may be withdrawn, changed or modified by the Management at its sole discretion, from time to time and will be notified to you as per the company policy. CTC is inclusive of all benefits and statutory compliances.		

As a token of your having understood the terms and conditions enumerated above, you may kindly sign the duplicate copy of this order and return to us.

With best wishes,
For Hidesign India Private Limited,

S Malarvadhani
Assistant Manager-HR

I, _____ the undersigned, acknowledge that I have received a copy of the above Offer Letter addressed to me, read it carefully and confirm my acceptance to it. I further confirm that I will fully comply with every terms and conditions specified thereto. I shall be reporting to duty on _____.

ATTESTED

Date

Signature

Principal
Trident Academy of Technology
Bhubaneswar-751024

June 20, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Apurva Karn

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate Systems Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



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June 20, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Apurva Karn

We are pleased to offer you the position of Associate Systems Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e June 24, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to **eschoolhiring@in.ibm.com**

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &

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Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving License
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.

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- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 100000/- (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

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- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
    - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
    - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
    - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues

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based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were

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deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

IBM CONFIDENTIAL

ANNEXURE A

DATE	June 20, 2019		
NAME	Apurva Karn	BAND	06G
DESIGNATION	Associate Systems Engineer	LOCATION	BANGALORE
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		152027	
2. Annual Flexible Benefit Plan (FBP)		182432	
3. Annual Reference Salary (ARS)		334459	
4. Retirals			
a) Provident Fund (PF)		18243	
b) Gratuity @ 4.8%		7297	
5. Annual Reference Salary + Retirals		360000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

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OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

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The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Director – Talent Acquisition ISA



ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and

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maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

a) incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

All women IBM employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and IBM Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.

b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.

c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.

d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

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4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer IBM Maternity leave policy and IBM Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to child care, please get in touch with your Manager or Human Resources Partner.

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Important Letter on Transfer / Relocation / Type of Work Assigned

Date – June 20, 2019

Dear Apurva Karn,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable, and you may be assigned to any office of IBM, a subsidiary, or associate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location /assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization. (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

Signature.

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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____ Date Of Hire : __ __ / __ __ / __ __ __ __

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.
(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to

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the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.
I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM

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Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM.I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM and is executed contemporaneously with my offer of employment/ employment contract with IBM.

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My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

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INDUS NET®
TECHNOLOGIES
An ISO 9001:2008 Company
An ISO 27001:2005

INDIA I UK I USA I SINGAPORE

To,

Dated: 30-03-2020

Name: Riteeka Singh

College: Trident Group of Institutions, Bhubaneswar.

Sub: Cancellation of Conditional Offer Letter – Indus Net Technologies Pvt. Ltd.

Dear Riteeka,

This letter is to officially notify you that your Conditional Offer Letter with Indus Net Technologies Pvt. Ltd. for the post of Associate Software Engineer has been cancelled w.e.f. 30-03-2020.

You have decided to withdraw yourself from our fresher training programme which was compulsory for every fresher to be hired through on-campus drive. You have intimate the same via email dated 30-03-2020.

Therefore your offer letter stands cancelled and no future request to revive the offer letter will be accepted.

Wishing you good luck for your future endeavors.

For Indus Net Technologies Pvt. Ltd.

Arijit Das

Senior HR Executive

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INDUS NET TECHNOLOGIES PVT. LTD.
532, Module, SDF Building, 4th Floor, Saltlake City
Kolkata-700091, West Bengal, India
t : 033-2357 6070 e : info@indusnet.co.in

JYOTIELECTRO SYSTEMS PVT LTD.
PLOT NO 140 HSIDC INDUSTRIAL AREA KUNDLI
SONEOAT HARYANA (INDIA)
PH- 01302370086, FAX; 01302371190
E mail; yogeshkataria@rediffmail.com
Manufacturer; power control centre, mcc, all type of plc base panels

Dear Mr. ASHISH KR. CHOUBEY **Date:- 15/10/2018**

Jyoti Electro Systems Pvt Ltd is pleased to offer you the position of **Trainee Engineer** for our organization.

As we discussed during telephonic discussion, you may be deputed for working in anywhere in India reporting to our regional office, where our marketing and customer service departments are located. , your initial task will be to help the Project ,sales ,side and service engineers and Project cost with marketing focused on helping commercial activities of our company's Project division i.e. Your initial compensation package includes a monthly salary of Rs10000.00 (Rupee Ten thousand Only), No other coverage through our company's employee benefit plan, and fringe benefits as covered in the Training period for first six month ..You will be appointed according to the schedule in the enclosed agreement, which will be signed by you at the time of Joining.

In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any Company representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will not be free to terminate your employment with the Company at any time before your training period of six month, with or without cause or advance notice. Otherwise, the Company will have the right to reassign you, to change your compensation, or to terminate your employment at any time with or without any Cause or advance notice.

We look forward to your Arrival At your Company and are confident that you will play a key role in our company expansion into national and international markets. Please let us know if you have any queries and if I can do anything to make your arrival easier.

Sincerely
Jyoti Electro Systems Pvt. Ltd

Yogesh Kataria
(CEO)

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JYOTIELECTRO SYSTEMS PVT LTD.
PLOT NO 140 HSIDC INDUSTRIAL AREA KUNDLI
SONEOAT HARYANA (INDIA)
PH- 01302370086, FAX; 01302371190
E mail; yogeshkataria@rediffmail.com
Manufacturer; power control centre, mcc, all type of plc base panels

Dear Mr.SURYAKANT SAHOO **Date:- 15/10/2018**

Jyoti Electro Systems Pvt Ltd is pleased to offer you the position of **Trainee Engineer** for our organization.

As we discussed during telephonic discussion, you may be deputed for working in anywhere in India reporting to our regional office, where our marketing and customer service departments are located. , your initial task will be to help the Project ,sales ,side and service engineers and Project cost with marketing focused on helping commercial activities of our company's Project division i.e. Your initial compensation package includes a monthly salary of Rs10000.00 (Rupee Ten thousand Only), No other coverage through our company's employee benefit plan, and fringe benefits as covered in the Training period for first six month ..You will be appointed according to the schedule in the enclosed agreement, which will be signed by you at the time of Joining.

In accepting our offer of employment, you certify your understanding that your employment will be on an at-will basis, and that neither you nor any Company representative has entered into a contract regarding the terms or the duration of your employment. As an at-will employee, you will not be free to terminate your employment with the Company at any time before your training period of six month, with or without cause or advance notice. Otherwise, the Company will have the right to reassign you, to change your compensation, or to terminate your employment at any time with or without any Cause or advance notice.

We look forward to your Arrival At your Company and are confident that you will play a key role in our company expansion into national and international markets. Please let us know if you have any queries and if I can do anything to make your arrival easier.

Sincerely
Jyoti Electro Systems Pvt. Ltd

Yogesh Kataria
(CEO)

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Fueled by Imagination. Driven by Passion.

JYTRA

EMPLOYMENT OFFER

Hyderabad ,
2018-11-25.

Ref. No.: JTS-OL-1819-034

To

Mr.Abhisek Kumar Singh ,
Trident Academy of Technology
Bhubaneshwar
Odisha, India

Sub. : Employment Offer Letter

Dear **Mr.Abhisek Kumar**,

This is further to your personal interview held at our office on 2018-11-25. We are pleased to offer you an employment in our Organization as **Engineer Trainee.** Your place of employment will be at our corporate office in Hyderabad.

You will be under probation for a period of three months. Your gross salary per annum will be **Rs.200000/-**. In addition, you may be eligible to get incentive based on the direct revenue generated by you to the company beyond a set limit.

Please note that this employment is being offered to you with a minimum service commitment of **2 years** from the date of joining. You are requested to submit your copies of Educational and Experience Certificates within one week from the date of joining at **Jytra Technology Solutions Pvt. Ltd.** .

This employment offer is valid till **2019-06-10** and you are required to join on or before this date, the offer stands withdrawn thereafter. You need to work for at least 8 hours per day and 45 hours per week during our regular business hours. You are entitled to get **12** personal leaves per year which will be credited proportionately at the end of each month. Further you should be willing to work in shifts and at customer locations as per the business requirements. **2 months notice period** is required in case of service resignation after serving the notice period.

You are expected to maintain utmost secrecy in regard to the business affairs of **Jytra Technology Solutions Pvt. Ltd.** and shall keep the information, data and passwords strictly confidential. No data, information, technical documents, drawings etc., shall be transmitted outside the office premises in any format.

We welcome you to the family of **Jytra Technology Solutions Pvt. Ltd.** , and look forward for a long term and mutually beneficial professional association. If you need additional information, please contact the undersigned.

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

For **Jytra Technology Solutions Pvt. Ltd.**

Murali Krishna Mutyala
CEO

Note: This is ERP generated document and doesn't require any physical signature.

Fueled by Imagination. Driven by Passion.

JYTRA

EMPLOYMENT OFFER

Hyderabad ,
2018-11-25.

Ref. No.: JTS-OL-1819-031

To

Mr.Shahnawaz Mohammad ,
Q. No.L1/15 Bandih Road, Sakchi
Jamshedpur-831001
Jharkhand, India

Sub. : Employment Offer Letter

Dear **Mr.Shahnawaz**,

This is further to your personal interview held at our office on 2018-11-25. We are pleased to offer you an employment in our Organization as **Engineer Trainee.** Your place of employment will be at our corporate office in Hyderabad.

You will be under probation for a period of three months. Your gross salary per annum will be **Rs.200000/-**. In addition, you may be eligible to get incentive based on the direct revenue generated by you to the company beyond a set limit.

Please note that this employment is being offered to you with a minimum service commitment of **2 years** from the date of joining. You are requested to submit your copies of Educational and Experience Certificates within one week from the date of joining at **Jytra Technology Solutions Pvt. Ltd.** .

This employment offer is valid till **2019-06-10** and you are required to join on or before this date, the offer stands withdrawn thereafter. You need to work for at least 8 hours per day and 45 hours per week during our regular business hours. You are entitled to get **12** personal leaves per year which will be credited proportionately at the end of each month. Further you should be willing to work in shifts and at customer locations as per the business requirements. **2 months notice period** is required in case of service resignation after serving the notice period.

You are expected to maintain utmost secrecy in regard to the business affairs of **Jytra Technology Solutions Pvt. Ltd.** and shall keep the information, data and passwords strictly confidential. No data, information, technical documents, drawings etc., shall be transmitted outside the office premises in any format.

We welcome you to the family of **Jytra Technology Solutions Pvt. Ltd.** , and looking forward for a long term and mutually beneficial professional association. If you need additional information, please contact the undersigned.

For **Jytra Technology Solutions Pvt. Ltd.**

Murali Krishna Mutyala
CEO

Note: This is ERP generated document and doesn't require any physical signature.

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JYTRA

EMPLOYMENT OFFER

Hyderabad ,
2018-11-25.

Ref. No.: JTS-OL-1819-033

To

Mr.Abishek Ravindran ,
HIG 67, K-5, Kalinga Vihar
Patrapada, Khandagiri
Bhubaneshwar, Odisha

Sub. : Employment Offer Letter

Dear **Mr.Abishek**,

This is further to your personal interview held at our office on 2018-11-25. We are pleased to offer you an employment in our Organization as **Engineer Trainee.** Your place of employment will be at our corporate office in Hyderabad.

You will be under probation for a period of three months. Your gross salary per annum will be **Rs.200000/-**. In addition, you may be eligible to get incentive based on the direct revenue generated by you to the company beyond a set limit.

Please note that this employment is being offered to you with a minimum service commitment of **2 years** from the date of joining. You are requested to submit your copies of Educational and Experience Certificates within one week from the date of joining at **Jytra Technology Solutions Pvt. Ltd.** .

This employment offer is valid till **2019-06-10** and you are required to join on or before this date, the offer stands withdrawn thereafter. You need to work for at least 8 hours per day and 45 hours per week during our regular business hours. You are entitled to get **12** personal leaves per year which will be credited proportionately at the end of each month. Further you should be willing to work in shifts and at customer locations as per the business requirements. **2 months notice period** is required in case of service resignation after serving the notice period.

You are expected to maintain utmost secrecy in regard to the business affairs of **Jytra Technology Solutions Pvt. Ltd.** and shall keep the information, data and passwords strictly confidential. No data, information, technical documents, drawings etc., shall be transmitted outside the office premises in any format.

We welcome you to the family of **Jytra Technology Solutions Pvt. Ltd.** , and looking forward for a long term and mutually beneficial professional association. If you need additional information, please contact the undersigned.

For **Jytra Technology Solutions Pvt. Ltd.**

Murali Krishna Mutyala
CEO

Note: This is ERP generated document and doesn't require any physical signature.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

02 October 2018

To,
Ms. Sipra Tejaswani Sahoo,
B.Tech (Electronics and Telecommunications)
Trident Academy of Technology

Dear Ms. Sipra T Sahoo,

*Welcome to the **Kasura Technologies** family.*

*We are very happy to inform you that you have been appointed as **Intern to be later confirmed as** **Member Technical Staff.**. Kasura Technologies is a company formed in Jan. 2003. The main business focus of Kasura is in providing solutions in the area of System level modeling and verification. We hope your association with us will be challenging and rewarding.*

We would like to share with you some Company practices and policies, to familiarize you with our organization.

1. Emoluments & Perquisites

You will be initially offered an Internship at the company, with a stipend of INR 12,000 (Twelve thousand only). During the Internship period, you will be executing your assignments in a combination of off-site (at your place) and on-site (at the place designated by your company). The stipend will be applicable for the period of on-site execution of work. On successful completion of internship and training, you will be confirmed as Member Technical Staff.
Your Cost to Company (CTC) as Member Technical Staff will be **Rs. 3,50,000** /- (Rupees Three Lakhs Fifty thousand Only) per annum. This will be a combination of Salary of INR 3,00,000 and a performance based bonus of INR 50,000, which will be decided on a quarterly basis.

Your salary is personal and confidential information. You should discuss it only with your manager.

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Bhubaneswar-751024

Kasura Technologies Private Limited, #244, Shri Parthasarathi Nagar, Thumkunta, Hyderabad- 500078

2. Salary Review

Your salary will be reviewed periodically as per the policy of the company. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

3. Period of Probation

On joining as Member Technical Staff, you will be on probation for a period of 1 (One) month which may be extended by a further of three months at a time by Company if necessary. You will continue to be on probation till your services are confirmed by the company specifically in writing. The notice period during the probation period on either side will be two weeks. You should give the two weeks notice in writing, or salary in lieu of, to Kasura in case you decide to resign from the services of the Company.

4. Transfer

You will be liable to transfer to any other department or establishment or branch of the company. In such case, you will be governed by the terms and conditions of service applicable to the new placement.

5. Overseas Postings

Depending on the job requirement, you may be posted abroad to work with our associate companies and/or client companies. The duration of such postings will depend on the nature of assignment. While you are abroad you will be paid salary/allowances as per the prevailing company policy.

6. Confidential information

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

7. Working Hours

In order to become a result-oriented company, we would believe in flexible timings. Though the official timings will be between 9.00 a.m. and 6.00 p.m., your timings will be adjustable. However, we would like you to be available between 10.00 a.m. and 4.00 p.m., as most of the business meetings are scheduled during these hours.

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Bhubaneswar-751024

8. Leave

The Company leave benefits include:

a) Privilege leave of fifteen days per year of service, which can be accumulated for a maximum period of thirty days. After the fourth year in Kasura, privilege leaves goes up to 20 days per year.

b) Sick leave and time off on a need basis.

c) Up to eight National & Festival holidays every calendar year. A list of these would be announced every year.

e) Maternity and Paternity leave is as per the Benefits Act.

f) A bonus holiday of 6 weeks once every four years after the fourth year in Kasura.

9. Travel

You will be required to undertake travel on company work and you will be paid travel expenses for this as per the prevailing travel policies of the Company.

10. Protection of interest

If you conceive any new advanced methods of improving processes/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company and which will remain the sole right/property of the company.

11. Past records

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

12. What we expect from you

a) We hope that you will devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on full time or part time basis.

b) We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. We expect that you will not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

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13. Retirement

The retirement age applicable to you as per the present policy of the Company is 60 years.

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Bhubaneswar-751024

14. Termination

We hope your association with us will be a very long one. However, either party may terminate this association by giving two month's notice or on payment of two month's salary in lieu of the same. However, in the event of business needs compulsions, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.

15. After termination

On termination of employment, you will immediately give up to the company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, backup copies of programs source/object and data etc. belonging to the company or relating to its business and shall not make or retain any copies of these items.

You Internship period commences from October 2018 and Mr. Sureshkumar will be your initial reporting manager.

Yours sincerely,

*For **Kasura Technologies Private Limited.***

KASURA TECHNOLOGIES PRIVATE LIMITED

(Vemuri Ramana Somasurya)

Director

I accept the above terms and conditions.

My joining date will be: .....

Signature: *Date:*

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

Panakeia Technologies Pvt Ltd.
160B, Western Avenue, Sainik Farms New Delhi, India - 1100062
www.medimojo.in | support@medimojo.in |
91-8448014375

MEDIMOJO
Simplifying Healthcare

Dear Mr Indraneel Pradhan
Trident , Bhubaneshwar

Date : 9th Feb'2019

Subject : offer letter

Basis our interaction during Campus Recruitment drive & your subsequent evaluation rounds, we are pleased to offer you the position of **Trainee Software Engineer** with our organization " Panakeia Technologies Pvt Ltd.

Your effective date of joining is 20th **Jan'2019** & you will be based out of our Head office in Delhi. You are required to report at the following address
Panakeia Technologies Pvt Ltd
160B, Western Avenue, Sainik Farms, New Delhi -110062.

You will be on probation for a period of 6 (Six) months during which you will undergo a periodic evaluation process as set by the Organization. However, under the special **fast track program,** the company may decide to expedite the probation to 3 (three months) period. **On** successful completion of the probation period you will be absorbed as a **Software Engineer** in a permanent role.

During the probation period, your total monthly emoluments would be Rs 10,000/- (Rupees Ten Thousand Only). On successful completion of probation period your CTC would be INR 2.32 lacs(Annexure-I).

This offer is made on the basis of information furnished by you during the selection process. However, if any such information is found to be incorrect or inconsistent, the company retains the right to review or revoke the offer of appointment.

We congratulate you on being offered this appointment & wish you a long & successful career with us. We are confident that your contribution will take as further together in our journey to be an admired health technology company. We Assure you of our support for your professional development & career growth.

Yours Truly.
Authorized Signatory

Vikas Ranjan

COO , Panakeia Technologies Pvt Ltd.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Panakeia Technologies Pvt Ltd.
160B, Western Avenue, Sainik Farms New Delhi, India - 1100062
www.medimojo.in | support@medimojo.in |
91-8448014375

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Annexure I

CTC(all figures in INR)	
DESIGNATION	Software Engineer
basic	8256
HRA	3302
special all	2064
Conveyance	1652
Sub Total	15274
Subtotal /yr	183288
Annual Component	49400
Medical per annum	1000
Knowledge Enhancement	2000
Performance Linked Incentive*	46400
CTC	232688
monthly Take Home salary	15274
*PLI to be paid quarterly, basis performance Evaluation after confirmation	

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Neebal
Technologies

Ref No: NTHR/18-19/V213 Date: 8th January, 2019

To,
Sandeep Rana,
DL-14,DL-Colony,
Vss Nagar,
Bhubaneswar,Odisha

Dear Sandeep,
Congratulations! You are part of Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **"Trainee Software Engineer"** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **1st July, 2019.** The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION
You are subject to a **six** month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION
Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.
After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.
Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2021.**

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Trident Academy of Technology
Bhubaneswar-751024

You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **24 months** (excluding probation period) with Neebal failing which, you will be liable to pay Neebal a sum of **INR 1,50,000.00 (Rupees One Lakh Fifty Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

As a full-time employee of Neebal, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the prior written permission of Neebal.

LEAVE

You will be eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of you not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

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Bhubaneswar-751024

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TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

a. The Company's services are highly specialized.

b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.

c. The Company has a proprietary interest in its customer list and relationships.

d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. shall has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or

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Trident Academy of Technology
Bhubaneswar-751024

salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.
The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE
Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION
The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.
When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.
In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED
Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Undated cheque from your bank account in the name of the Company for Rs.1,50,000.00
- 2 copies of your recent passport size photograph with white background.

Attested copies of the following:

- Proof of age
- SSC/HSC or equivalent examination mark sheets
- Diploma / Degree for all the Semesters / Years or Passing Certificate
- Passport / Voter ID card / Ration Card.
- Two / Four wheeler Driving License.
- Pan card & AADHAAR card (If Any)

You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All

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Principal
Trident Academy of Technology
Bhubaneswar-751024

additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,

Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

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

(Your name in Capital Letters)

(Your Signature)

Date
Location

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Trident Academy of Technology
Bhubaneswar-751024

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Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	**Sandeep Rana**
Designation	Trainee Software Engineer
Joining Date	1st July, 2019
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

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Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details		
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,378.00	28,536.00
Earned Salary (A)	**24,236.00**	**290,830.00**
Statutory Benefits (B)		
Gratuity	561.00	6,732.00
Mediclaim	466.00	5,595.00
Variable (C)		
Performance Bonus	3,806.00	45,675.00
Leave Encashment	112.00	1,343.00
Cost To Company (A+B+C)	**29,181.00**	**350,175.00**

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Principal
Trident Academy of Technology
Bhubaneswar-751024

Neebal
Technologies

Ref No: NTHR/18-19/V218 Date: 8th January, 2019

To,
Rajaswini Kund,
Dl-A-52, Vss Nagar,
Bhubaneswar-751007.

Dear Rajaswini,
Congratulations! You are part of Neebal family !! We are pleased to extend to you our offer to join Neebal Technologies Private Limited (henceforth referred to as **"Neebal"** or the **"Company"**), as a **"Trainee Software Engineer"** on the terms and conditions set forth in this Offer Letter.

You will join us as full time employee on **17th June, 2019.** The address of our premises is B1-007, Boomerang, Chandivali Farm Road, Powai, Andheri (East), Mumbai – 400 072. As long as you join us as full time employee and remain actively employed by the Company, you will be eligible for the compensation indicated in the attached Annexure A (during your period of probation) and thereafter as per Annexure B subject to the following terms and conditions:

PERIOD OF PROBATION
You are subject to a **six** month probationary period from the date you report for work. It is essential that you join on the date as mentioned in the offer letter. After accepting our offer, if you do not report for work on the stipulated date, this offer letter will stand withdrawn. During the probation period, your performance will be continuously evaluated and your appointment will be confirmed after the successful completion of the said period of probation or any extension thereof with an Appointment Letter. Neebal reserves the right to terminate the employee within 30 days without any compensation in case of mediocre performance.

EMPLOYMENT CONFIRMATION
On successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal for which a suitable written communication will be issued in your favour.

BENEFITS, INCREMENT AND PROMOTION
Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. You will receive the remuneration defined in Annexure A during the probation period.
After successful completion of the said probation period or any extension thereof, of which the Company shall be the sole judge, your employment will be confirmed with Neebal and your annual all inclusive Cost To Company (CTC) will be incremented as per Annexure B.
Your annual variable component will be based on your performance rating accrued to you by your supervisors and feedback of our clients. Neebal follows a rating system of 1-5.

You will be eligible for your next annual increment in **April 2021.**

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You will be responsible to plan for appropriate tax savings, the satisfactory proof of which will be submitted to us well in time or else the applicable taxes will be deducted from your monthly salary. A complete breakup of your salary structure is defined in Annexure B.

MINIMUM SERVICE PERIOD

Neebal has invested and continues to invest a large sum of money in creating and maintaining world class facilities to ensure the growth and development of its employees by making available to them continuous learning/training programs, access to the latest books and periodicals that are published globally, providing them with the latest hardware gadgets and software tools that are available, etc. and as such expects each of its employees to work a minimum no. of **24 months** (excluding probation period) with Neebal failing which, you will be liable to pay Neebal a sum of **INR 1,50,000.00 (Rupees One Lakh Fifty Thousand Only)**. A non-dated cheque of the above mentioned amount will be required to be submitted by you on your first day of employment favouring Neebal Technologies Pvt. Ltd. that will remain in the custody of Neebal and will be returned to you on your completion of the said minimum period of service as mentioned above.

TRANSFER

Neebal reserves the right to transfer your services at any of its offices, work-sites, associates or affiliate companies including at its client's location anywhere within or outside India, on the terms and conditions as applicable to you at the time of transfer.

CONDUCT

You shall not at any time engage in or be concerned with or become interested, directly or indirectly in any business (including that of Neebal's customers), work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (The Company being the sole judge thereof). You shall be governed by all rules, regulations and policies of the Company. You will be liable to pay the service agreement fee if your services are terminated on the grounds of non compliance of policies or non performance during the service agreement period.

WORKING HOURS

The regular working hours in Neebal is from **9:00 AM to 6:00 PM** from Monday to Friday with Saturdays reserved for trainings (as and when applicable). However, if your supervisor requests alternate/additional working hours and alternate/additional weekly schedule including working in shifts, then that request will supersede these regular working hours and weekly schedule.

ALTERNATE EMPLOYMENT

As a full-time employee of Neebal, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the prior written permission of Neebal.

LEAVE

You will be eligible for a total of **12** of earned leave on completion of every year of your service.

UNAUTHORIZED ABSENCE

Your unauthorized absence from the job for a continuous period of more than three (3) working days will be treated as absconding from duty, and in the event of you not reporting for job within 10 days from the date of absence, the same would be treated as "Your voluntary abandonment of the job" and it shall be deemed that you are no longer interested in working and have abandoned the job on your own accord. Neebal will then have a right to initiate legal proceedings against you.

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TRADE SECRETS AND CONFIDENTIAL INFORMATION

During the term of your work, you may have access to and become familiar with various trade secrets and confidential information belonging to the Company, its affiliates and its customers. You shall acknowledge that such confidential information and trade secrets are owned and shall continue to be owned solely by the Company, its affiliates and its customers, as the case may be. You shall agree not to use, communicate, reveal or otherwise make available such information for any purpose whatsoever or to divulge such information to any person, partnership, corporation or entity other than those expressly designated by the Company unless such employee is compelled to disclose it by judicial process.

RESTRICTIVE COVENANT

The Company is in the business of providing various services including services in the computer software and information technology area. By signing this agreement, you acknowledge that:

a. The Company's services are highly specialized.

b. The identity and particular needs of the Company's customers are highly confidential and must be kept that way.

c. The Company has a proprietary interest in its customer list and relationships.

d. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customer are highly confidential and constitute trade secrets.

You shall also during the tenure of your employment with the Company not engage yourself either directly or otherwise or carry out either by yourself or through any other person or entity any work, take assignment or contract for development or maintenance of computer software, or any such package or products belonging to or owned or possessed by any individual or group of individuals or entity even outside your normal working hours with the Company.

You will not directly or indirectly solicit, take up employment or transact any sort of business directly or indirectly with any person, company, firm, or corporation which is or was the customer of the Company on behalf of yourself or any other person, firm, company or corporation, for a period of one (1) year after this job appointment has been terminated for any reason, regardless of whether the termination is initiated by the Company or Yourself.

TERMINATION AND NOTICE PERIOD

The Company shall have the right to terminate your employment, without any notice, in the event of any of the following:

1. Breach of any of the conditions of this agreement; and any other rules made applicable to you in respect of your employment with us.
2. Violation on your part of the Company's rules with regard to the authenticity and information declared at the time of joining the Company.
3. Any misconduct on your part;
4. Failure to carry out any of your duties and obligations.
5. Undisciplined and/or immoral code of conduct
6. Any breach of trust or confidentiality of any sort from your side.

During the period of probation, Neebal Technologies Pvt. Ltd. shall has the right to terminate the contract of employment.

After completion of the said probation and confirmation thereof, Neebal Technologies Pvt. Ltd. has the right to terminate the contract of employment by giving 30 days notice to that effect in writing or

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salary in lieu thereof. The right to terminate the contract of employment can be exercised by you upon giving at least 90 Days' notice to that effect in writing.
The 'Non Disclosure' and 'Maintenance of Business Secrecy' as defined and narrated above shall survive even after the termination of this agreement.

DISPUTE
Any dispute between yourself and the company concerning with or relating to or arising out of this contract shall be subject to jurisdiction of and be determined by court of competent jurisdiction in Greater Mumbai only.

EMPLOYMENT VERIFICATION
The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "DOCUMENTATION REQUIRED". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.
When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.
In addition, you are required to mandatorily furnish a copy of your passport on the date of joining. In absence of the same, you will be required to undergo a criminal background check, the cost of which will be borne by you. This check will be initiated on the date of your joining.

DOCUMENTATION REQUIRED
Please bring along with you the following documents in original and one copy of the same.

- Duly acknowledged copy of this Letter of Offer
- Undated cheque from your bank account in the name of the Company for Rs.1,50,000.00
- 2 copies of your recent passport size photograph with white background.

Attested copies of the following:

- Proof of age
- SSC/HSC or equivalent examination mark sheets
- Diploma / Degree for all the Semesters / Years or Passing Certificate
- Passport / Voter ID card / Ration Card.
- Two / Four wheeler Driving License.
- Pan card & AADHAAR card (If Any)

You are requested to note that our offer is subject to your submitting the above documents. According to the standard practice of our Company, you will treat the above terms of this Letter of Offer as confidential.

We are enthusiastic and pleased that you are going to be a part of our organization. To accept this offer of employment, you will need to sign this offer letter and send or courier the offer of employment forms to indicated address within 14 business days from the date of this letter. All

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additional pre-employment documentation provided to you must be completed and returned on your start date. We look forward to your joining the Company.

Please reach out to us at 022-28574118 or at hr@neebal.com, if you need further directions.

Sincerely,

Authorized Signatory
Neebal Technologies Pvt. Ltd.

Enclosed: Annexure A of the offer (as applicable to you)

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

(Your name in Capital Letters)

(Your Signature)

Date
Location

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Bhubaneswar-751024

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Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

COMPENSATION DETAILS DURING THE PROBATION PERIOD (ALL FIGURES IN INR)	
Name	**Rajaswini Kund**
Designation	Trainee Software Engineer
Joining Date	17th June, 2019
MONTHLY COMPONENT (Deductions will be applied based on actuals)	
Basic	INR 9,600.00
Bucket of Allowances (Dearness, HRA, Professional)	INR 6,400.00
Monthly Fixed Salary	INR 16,000.00
Annual Fixed Salary	INR 192,000.00

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Annexure B

The following compensation items are subject to the terms and conditions of your offer letter, to which this Annexure A is attached. Payments are subject to applicable taxes. Please note that fixed pay and other amounts are expressed on an annualized basis.

Compensation details		
Salary Component	**Per Month (INR)**	**Per Annum (INR)**
Basic	11,672.00	140,064.00
HRA	5,836.00	70,032.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Travel Reimbursement	1,500.00	18,000.00
Special Allowance	2,378.00	28,536.00
Earned Salary (A)	**24,236.00**	**290,830.00**
Statutory Benefits (B)		
Gratuity	561.00	6,732.00
Mediclaim	466.00	5,595.00
Variable (C)		
Performance Bonus	3,806.00	45,675.00
Leave Encashment	112.00	1,343.00
Cost To Company (A+B+C)	**29,181.00**	**350,175.00**

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OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

10th January 2019
Ms Kabita Pradhan
Bhubaneswar

Sub: Appointment Letter

Dear Ms Kabita,

In furtherance to our last discussion, we are pleased to offer you a position in OdiTek Solutions Pvt. Ltd. Your place of posting will be at our Development Center, Bhubaneswar, and your CTC is INR 2,00,000 Per Annum. Your compensation package will be consisting of base salary, HRA and DA. Please note that deduction as per Govt rules like Taxes etc. are applicable on top of your salary, if any.

Your designation at OSPL would be **"Software Trainee"**, and you will report to **Tech Lead.** This will be used for all communication & would reflect in our databases.

Please note that by accepting this appointment letter, you are also accepting the terms of the NDA as well.

The offer made to you here-under is valid and subject to your satisfactory medical examination and reference checks. The Company reserves the rights to carry out reference verifications or background checks prior to your joining of the Company or during the course of your employment with us, either ourselves or through third party agencies engaged by us. Such reference checks and verifications, amongst others, would include past employment & salary, criminal records, countries resided in or worked in etc and other details provided by you to the Company. You understand and acknowledge that this is a requisite and you shall not raise any objection what so ever to the said background checks or reference verifications.

If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the Company shall reserve the rights to withdraw this offer or in case of such discovery occurring after your joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

You will be under a **Probation Period of 6 months**, after which your performance will be reviewed and upon successful completion of this period, your employment with the Company can be made confirmed. Company reserves the rights to continue or dis-continue with your services at any point during the probation period or after it, without explanation.

You are requested to **join us on or before "1st March 2019"** and report to work at 10AM. Please sign the duplicate of this offer letter as a token of your acceptance and return it to HR on the date of joining.

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Principal
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Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

Please submit the following documents while joining the Company:-

- Photo copies of Qualification (Matriculation onwards, including any certificates etc)
- Photo copy of Pan Card and Aadhar Card
- Address Proof (Electricity bill, Bank Statement etc)
- Photo copy of your Passport, VISA (if any)
- Two Passport size photographs
- Copy of your resignation and acceptance of your resignation by your current employer (if applicable)
- Copy of previous companies relieving letters (if applicable)

Please note that you will be required to carry originals of these mentioned documents while joining the Company. You need to sign an NDA (Non-Disclosure-Agreement) with OSPL on your joining to a technical project, to safe guard the proprietary ownership of products, technologies, innovations or ideas from outside.
You will not disclose the remuneration received by you to any other employee of OSPL or outside, except when it is officially required or HR.

OSPL Employee Handbook containing professional conduct and code of ethics, details of compensation will be provided to you after you joining the Company.
Your signature on this offer letter signifies that you have received and read the terms of the offer and summary of compensation mentioned here-with, and agree to abide by the rules of the Company after joining.

Sincerely,



Abinash Ghosh
Director

I am fully informed and I acknowledge that the initial terms and conditions of the employment are understood by me, and I also agree to abide by the rules and policies of the Company after joining.

Kabita Pradhan

Candidate Name

Date:01/03/2019

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Bhubaneswar-751024

CTC Breakup		
	Annually	**Monthly**
Basic	99900	8,325
HRA	59940	4,995
Conveyance	24972	2,081
Performance Bonus	13939	1,162
Gross	**198751**	**16563**
Deductions		
Employee PF contribution	11988	999
Employee ESI contribution	1,488	124
Professional Tax	1,500	125
TDS	-	-
Total Deductions	**14976**	**1248**
Net Salary Payable	**183775**	**15315**
Add: Employer ESI contribution	6,456	538
Add: Employer PF contribution	11988	999
Add: Employer Gratuity contribution	4805	400
CTC	**222000**	**18500**

- Your salary might be subjected to deduction of tax at source as per the provisions of Income Tax Act of Government of India as may be amended from time to time. Management will take decision on TDS; else you have to return your taxes due to income received as salary based on Govt. of India rules.

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You will be on probation for a period of six months. You will be deemed to have completed the probation period, subject to:

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- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization.

The employees who do not complete their probation would not be eligible for Promotion, Salary Increase or Incentive Payments. Such benefits would be held back till the successful completion of Probation.

Your employment with the Company may be terminated after giving a notice of **two months** or salary in lieu thereof. You are bound to give **two months' notice** before leaving the services of the Company .In-case you are not serving the notice period then company may decide not to provide any supporting documents relating to your employment like experience letter, relieving letter / resignation letter . You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company.

The company has the right to transfer you to any of the existing or future office or client locations.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

We will be proud to have you as a member of our team to further enhance OSPL's position as leading Software Company in the communication sector as well as a Best Employer.

Looking forward to a bright future and long term association with the OSPL team,

Yours sincerely,

Abinash Ghosh
Director

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

10th January 2019
Ms Lipsa Pradhan
Bhubaneswar

Sub: Appointment Letter

Dear Ms Lipsa,

In furtherance to our last discussion, we are pleased to offer you a position in OdiTek Solutions Pvt. Ltd. Your place of posting will be at our Development Center, Bhubaneswar, and your CTC is INR 2,00,000 Per Annum. Your compensation package will be consisting of base salary, HRA and DA. Please note that deduction as per Govt rules like Taxes etc. are applicable on top of your salary, if any.

Your designation at OSPL would be **"Software Trainee"**, and you will report to **Tech Lead.** This will be used for all communication & would reflect in our databases.

Please note that by accepting this appointment letter, you are also accepting the terms of the NDA as well.

The offer made to you here-under is valid and subject to your satisfactory medical examination and reference checks. The Company reserves the rights to carry out reference verifications or background checks prior to your joining of the Company or during the course of your employment with us, either ourselves or through third party agencies engaged by us. Such reference checks and verifications, amongst others, would include past employment & salary, criminal records, countries resided in or worked in etc and other details provided by you to the Company. You understand and acknowledge that this is a requisite and you shall not raise any objection what so ever to the said background checks or reference verifications.

If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the Company shall reserve the rights to withdraw this offer or in case of such discovery occurring after your joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

You will be under a **Probation Period of 6 months**, after which your performance will be reviewed and upon successful completion of this period, your employment with the Company can be made confirmed. Company reserves the rights to continue or dis-continue with your services at any point during the probation period or after it, without explanation.

You are requested to **join us on or before "1st March 2019"** and report to work at 10AM. Please sign the duplicate of this offer letter as a token of your acceptance and return it to HR on the date of joining.

ATTESTED

Principal
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Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

Please submit the following documents while joining the Company:-

- Photo copies of Qualification (Matriculation onwards, including any certificates etc)
- Photo copy of Pan Card and Aadhar Card
- Address Proof (Electricity bill, Bank Statement etc)
- Photo copy of your Passport, VISA (if any)
- Two Passport size photographs
- Copy of your resignation and acceptance of your resignation by your current employer (if applicable)
- Copy of previous companies relieving letters (if applicable)

Please note that you will be required to carry originals of these mentioned documents while joining the Company. You need to sign an NDA (Non-Disclosure-Agreement) with OSPL on your joining to a technical project, to safe guard the proprietary ownership of products, technologies, innovations or ideas from outside.
You will not disclose the remuneration received by you to any other employee of OSPL or outside, except when it is officially required or HR.

OSPL Employee Handbook containing professional conduct and code of ethics, details of compensation will be provided to you after you joining the Company.
Your signature on this offer letter signifies that you have received and read the terms of the offer and summary of compensation mentioned here-with, and agree to abide by the rules of the Company after joining.

Sincerely,



Abinash Ghosh
Director

I am fully informed and I acknowledge that the initial terms and conditions of the employment are understood by me, and I also agree to abide by the rules and policies of the Company after joining.

Lipsa Pradhan

Candidate Name

Start Date:01/03/2019

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Bhubaneswar-751024

CTC Breakup		
	Annually	**Monthly**
Basic	99900	8,325
HRA	59940	4,995
Conveyance	24972	2,081
Performance Bonus	13939	1,162
Gross	**198751**	**16563**
Deductions		
Employee PF contribution	11988	999
Employee ESI contribution	1,488	124
Professional Tax	1,500	125
TDS	-	-
Total Deductions	**14976**	**1248**
Net Salary Payable	**183775**	**15315**
Add: Employer ESI contribution	6,456	538
Add: Employer PF contribution	11988	999
Add: Employer Gratuity contribution	4805	400
CTC	**222000**	**18500**

- Your salary might be subjected to deduction of tax at source as per the provisions of Income Tax Act of Government of India as may be amended from time to time. Management will take decision on TDS; else you have to return your taxes due to income received as salary based on Govt. of India rules.

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You will be on probation for a period of six months. You will be deemed to have completed the probation period, subject to:

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- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization.

The employees who do not complete their probation would not be eligible for Promotion, Salary Increase or Incentive Payments. Such benefits would be held back till the successful completion of Probation.

Your employment with the Company may be terminated after giving a notice of **two months** or salary in lieu thereof. You are bound to give **two months' notice** before leaving the services of the Company .In-case you are not serving the notice period then company may decide not to provide any supporting documents relating to your employment like experience letter, relieving letter / resignation letter . You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company.

The company has the right to transfer you to any of the existing or future office or client locations.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

We will be proud to have you as a member of our team to further enhance OSPL's position as leading Software Company in the communication sector as well as a Best Employer.

Looking forward to a bright future and long term association with the OSPL team,

Yours sincerely,

Abinash Ghosh
Director

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Trident Academy of Technology
Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

10th January 2019
Mr Pranab Jyoti Rout
Bhubaneswar

Sub: Appointment Letter

Dear Mr Pranab,

In furtherance to our last discussion, we are pleased to offer you a position in OdiTek Solutions Pvt. Ltd. Your place of posting will be at our Development Center, Bhubaneswar, and your CTC is INR 2,00,000 Per Annum. Your compensation package will be consisting of base salary, HRA and DA. Please note that deduction as per Govt rules like Taxes etc. are applicable on top of your salary, if any.

Your designation at OSPL would be **"Software Trainee"**, and you will report to **Tech Lead.** This will be used for all communication & would reflect in our databases.

Please note that by accepting this appointment letter, you are also accepting the terms of the NDA as well.

The offer made to you here-under is valid and subject to your satisfactory medical examination and reference checks. The Company reserves the rights to carry out reference verifications or background checks prior to your joining of the Company or during the course of your employment with us, either ourselves or through third party agencies engaged by us. Such reference checks and verifications, amongst others, would include past employment & salary, criminal records, countries resided in or worked in etc and other details provided by you to the Company. You understand and acknowledge that this is a requisite and you shall not raise any objection what so ever to the said background checks or reference verifications.

If it is found that the information provided by you is false, incorrect or misleading, without prejudice to all its rights and remedies, the Company shall reserve the rights to withdraw this offer or in case of such discovery occurring after your joining the Company to take appropriate disciplinary action against you and/or terminate your employment with the Company.

You will be under a **Probation Period of 6 months**, after which your performance will be reviewed and upon successful completion of this period, your employment with the Company can be made confirmed. Company reserves the rights to continue or dis-continue with your services at any point during the probation period or after it, without explanation.

You are requested to **join us on or before "1st March 2019"** and report to work at 10AM. Please sign the duplicate of this offer letter as a token of your acceptance and return it to HR on the date of joining.

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Principal
Trident Academy of Technology
Bhubaneswar-751024

OdiTek Solutions Pvt Ltd.
DCB # 519, 5th Floor, DLF Cybercity
IDCO Info Park, Technology Corridor, Chandaka Industrial Estate,
Bhubaneswar, Odisha – 751024
Email: info@oditeksolutions.com
www.oditeksolutions.com

Please submit the following documents while joining the Company:-

- Photo copies of Qualification (Matriculation onwards, including any certificates etc)
- Photo copy of Pan Card and Aadhar Card
- Address Proof (Electricity bill, Bank Statement etc)
- Photo copy of your Passport, VISA (if any)
- Two Passport size photographs
- Copy of your resignation and acceptance of your resignation by your current employer (if applicable)
- Copy of previous companies relieving letters (if applicable)

Please note that you will be required to carry originals of these mentioned documents while joining the Company. You need to sign an NDA (Non-Disclosure-Agreement) with OSPL on your joining to a technical project, to safe guard the proprietary ownership of products, technologies, innovations or ideas from outside.
You will not disclose the remuneration received by you to any other employee of OSPL or outside, except when it is officially required or HR.

OSPL Employee Handbook containing professional conduct and code of ethics, details of compensation will be provided to you after you joining the Company.
Your signature on this offer letter signifies that you have received and read the terms of the offer and summary of compensation mentioned here-with, and agree to abide by the rules of the Company after joining.

Sincerely,

Abinash Ghosh
Director

I am fully informed and I acknowledge that the initial terms and conditions of the employment are understood by me, and I also agree to abide by the rules and policies of the Company after joining.

Pranab Jyoti Rout

Candidate Name

Start Date:01/03/2019

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Principal
Trident Academy of Technology
Bhubaneswar-751024

CTC Breakup		
	Annually	**Monthly**
Basic	99900	8,325
HRA	59940	4,995
Conveyance	24972	2,081
Performance Bonus	13939	1,162
Gross	**198751**	**16563**
Deductions		
Employee PF contribution	11988	999
Employee ESI contribution	1,488	124
Professional Tax	1,500	125
TDS	-	-
Total Deductions	**14976**	**1248**
Net Salary Payable	**183775**	**15315**
Add: Employer ESI contribution	6,456	538
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Add: Employer Gratuity contribution	4805	400
CTC	**222000**	**18500**

- Your salary might be subjected to deduction of tax at source as per the provisions of Income Tax Act of Government of India as may be amended from time to time. Management will take decision on TDS; else you have to return your taxes due to income received as salary based on Govt. of India rules.

You will be on probation for a period of six months. You will be deemed to have completed the probation period, subject to:

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- The successful completion of the first formal performance review. Performance review is successfully closed if the employee is rated as 'being able to meet the expectations of the role or above' or an equivalent, as defined by the Company policy.
- Completion of all prescribed training programs. These programs are aimed at successfully inducting new employees into the organization.

The employees who do not complete their probation would not be eligible for Promotion, Salary Increase or Incentive Payments. Such benefits would be held back till the successful completion of Probation.

Your employment with the Company may be terminated after giving a notice of **two months** or salary in lieu thereof. You are bound to give **two months' notice** before leaving the services of the Company .In-case you are not serving the notice period then company may decide not to provide any supporting documents relating to your employment like experience letter, relieving letter / resignation letter . You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary (Basic + FBP) in lieu of such shortened notice period.

You shall be governed by the Company policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Company policies & processes available on the Company.

The company has the right to transfer you to any of the existing or future office or client locations.

Important: The compensation information is confidential. We request you to use discretion in handling your compensation-related information. As a company policy, we prohibit sharing this information with other employees or unauthorized personnel. Any violation of this will be treated as a serious matter by the company.

We will be proud to have you as a member of our team to further enhance OSPL's position as leading Software Company in the communication sector as well as a Best Employer.

Looking forward to a bright future and long term association with the OSPL team,

Yours sincerely,

Abinash Ghosh
Director

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Yusata Infotech
bringing technology closer to life

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

Job Offer Letter

Dear Priyadarshee Joshi, November 14, 2018

I am pleased to offer you, subject to the Offer Contingencies below, a position as a **Software Trainee** with **Yusata Infotech Private Limited.**

Offer Contingencies: This offer, is contingent on:

i) You're having no conflicting obligations that would prevent you from working for Yusata Infotech Private Limited.
Compensation: Your remuneration will be at the rate of **₹13,500/- (CTC) per Month during Probation/training period**. You are entitled for compensation package of **₹18,500/- (CTC) per Month for first year after successful completion of Probation/training**. Based on your performance, you may be entitled for increment of next years, which will be in between 10% to 30%. Your Salary In-hand will be after Your PF/ESI/TDS Deductions from CTC.

1. **Probation period**: After the joining date, first 2 month will be considering as a probation period, during the probation period you are not entitled to have any vacations.
2. **Training period**: After successful completion of **probation period**, 4 to 6 month will be considering as **a Training Period**, during the Training period you are not entitled to have any vacations.
3. While on **probation**, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
4. Initial contract period for your employment is up to **30 Months full time employment including probation/ Training period,** based on your contract period company have few binding conditions.
   a. You must sign a bond guarantee for the equivalent in terms of 12 month of current basic salary compensation, Exact terms and condition will be pass given to you in a separate document.
   b. You need to provide a signed check of 12 Months basic salary to comply with agreement, Company can use this cheque if you break the bond and not prior to that.
5. Your entitlement to statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition of the Project incentive.
6. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you have to provide company **at least 6weeks of notice period**, prior the relieve from your job responsibility. In case of immediate release, you may have to compensate in financial terms. As well as forced saving amount will be forfeit as a Penalty.
7. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as **company, may black list the candidate for future employment.**
8. **Vacation**: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
9. Office working hours start from 8:30 AM, but work facility is available for employee to use for 24x7

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ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

10. You are required to have the average 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
11. Your appointment is effective from **December 17, 2018** and you will report to the Head of Recruitment.
12. Submit Original of your credentials and emergency contact information for verification **on or before December 17, 2018.**
    a. Certified copy of passport
    b. Certified copy of driving license issued by State government
    c. Certified copy of voter Identification card and/or
    d. Certified copy of AADHAR Card

    Also, submit copy of your PAN Card (Mandatory).

    Note: Your Originals will be returned after verification.
13. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. BCA and/or Graduate degree mark sheets.
    d. BE and/or MCA Semester mark sheet
14. Your appointment is a full-time assignment and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
15. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries
16. Salary and level of earnings within your group is personal to you depending upon your background, experience and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
17. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.
18. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.
19. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely,

M C Sharma

CEO

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I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

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CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

Job Offer Letter

Dear Abhinasundar Patra, November 14, 2018

I am pleased to offer you, subject to the Offer Contingencies below, a position as a **Software Trainee** with **Yusata Infotech Private Limited.**

Offer Contingencies: This offer, is contingent on:

i) You're having no conflicting obligations that would prevent you from working for Yusata Infotech Private Limited.
Compensation: Your remuneration will be at the rate of **₹13,500/- (CTC) per Month during Probation/training period**. You are entitled for compensation package of **₹18,500/- (CTC) per Month for first year after successful completion of Probation/training**. Based on your performance, you may be entitled for increment of next years, which will be in between 10% to 30%. Your Salary In-hand will be after Your PF/ESI/TDS Deductions from CTC.

1. **Probation period**: After the joining date, first 2 month will be considering as a probation period, during the probation period you are not entitled to have any vacations.
2. **Training period**: After successful completion of **probation period**, 4 to 6 month will be considering as **a Training Period**, during the Training period you are not entitled to have any vacations.
3. While on **probation**, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
4. Initial contract period for your employment is up to **30 Months full time employment including probation/ Training period,** based on your contract period company have few binding conditions.
   a. You must sign a bond guarantee for the equivalent in terms of 12 month of current basic salary compensation, Exact terms and condition will be pass given to you in a separate document.
   b. You need to provide a signed check of 12 Months basic salary to comply with agreement, Company can use this cheque if you break the bond and not prior to that.
5. Your entitlement to statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition of the Project incentive.
6. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you have to provide company **at least 6weeks of notice period**, prior the relieve from your job responsibility. In case of immediate release, you may have to compensate in financial terms. As well as forced saving amount will be forfeit as a Penalty.
7. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as **company, may black list the candidate for future employment.**
8. **Vacation**: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
9. Office working hours start from 8:30 AM, but work facility is available for employee to use for 24x7

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Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

10. You are required to have the average 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
11. Your appointment is effective from **December 17, 2018** and you will report to the Head of Recruitment.
12. Submit Original of your credentials and emergency contact information for verification **on or before December 17, 2018.**
    a. Certified copy of passport
    b. Certified copy of driving license issued by State government
    c. Certified copy of voter Identification card and/or
    d. Certified copy of AADHAR Card

    Also, submit copy of your PAN Card (Mandatory).

    Note: Your Originals will be returned after verification.
13. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. BCA and/or Graduate degree mark sheets.
    d. BE and/or MCA Semester mark sheet
14. Your appointment is a full-time assignment and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
15. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries
16. Salary and level of earnings within your group is personal to you depending upon your background, experience and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
17. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.
18. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.
19. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely,

ATTESTED

M C Sharma

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

Principal
Trident Academy of Technology
Bhubaneswar-751024

Yusata Infotech Pvt. Ltd.
CIN - U72900RJ2013PTC044016
ISO 9001:2008 Certified Company
84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

Job Offer Letter

Dear Abhishek Nayak, November 14, 2018

I am pleased to offer you, subject to the Offer Contingencies below, a position as a **Software Trainee** with **Yusata Infotech Private Limited.**

Offer Contingencies: This offer, is contingent on:

i) You're having no conflicting obligations that would prevent you from working for Yusata Infotech Private Limited.
Compensation: Your remuneration will be at the rate of **₹13,500/- (CTC) per Month during Probation/training period**. You are entitled for compensation package of **₹18,500/- (CTC) per Month for first year after successful completion of Probation/training**. Based on your performance, you may be entitled for increment of next years, which will be in between 10% to 30%. Your Salary In-hand will be after Your PF/ESI/TDS Deductions from CTC.

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2. **Training period**: After successful completion of **probation period**, 4 to 6 month will be considering as **a Training Period**, during the Training period you are not entitled to have any vacations.
3. While on **probation**, depending on your performance the Company at its discretion may extend the probationary period and/or confirm you as a permanent employee.
4. Initial contract period for your employment is up to **30 Months full time employment including probation/ Training period,** based on your contract period company have few binding conditions.
   a. You must sign a bond guarantee for the equivalent in terms of 12 month of current basic salary compensation, Exact terms and condition will be pass given to you in a separate document.
   b. You need to provide a signed check of 12 Months basic salary to comply with agreement, Company can use this cheque if you break the bond and not prior to that.
5. Your entitlement to statutory bonus will be as declared from time to time provided your basic salary is within the limits prescribed under the Payment of Bonus Act, in addition of the Project incentive.
6. If, however, you should you decide to terminate your employment with the Company, based on your responsibility you have to provide company **at least 6weeks of notice period**, prior the relieve from your job responsibility. In case of immediate release, you may have to compensate in financial terms. As well as forced saving amount will be forfeit as a Penalty.
7. In case of termination of services without notice period, Company may not release the reliving and experience documents to support your employment. As well as **company, may black list the candidate for future employment.**
8. **Vacation**: During the job, you are permanent employee you are allowed 12 days (Paid/Planned Leaves) per year to be used as medical or vacation days. All the vacation will be get approved two weeks in advance.
9. Office working hours start from 8:30 AM, but work facility is available for employee to use for 24x7

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84/122, Sector 8, Pratapnagar Sanganer
Jaipur 302033, Rajasthan, India

10. You are required to have the average 45 hours of work per week, Lunch and personal break times are excluded from the minimum work hour requirement.
11. Your appointment is effective from **December 17, 2018** and you will report to the Head of Recruitment.
12. Submit Original of your credentials and emergency contact information for verification **on or before December 17, 2018.**
    a. Certified copy of passport
    b. Certified copy of driving license issued by State government
    c. Certified copy of voter Identification card and/or
    d. Certified copy of AADHAR Card

    Also, submit copy of your PAN Card (Mandatory).

    Note: Your Originals will be returned after verification.
13. Submit Self attested copy of your credentials. Here is the list of credentials you must submit to the company,
    a. 10th mark sheet or Board Certificate.
    b. 12th or equivalent Standard Board mark sheet or Certificate.
    c. BCA and/or Graduate degree mark sheets.
    d. BE and/or MCA Semester mark sheet
14. Your appointment is a full-time assignment and you will not at any time, engage in any paid occupation or business outside the Company without obtaining a prior written consent of the Company. Further, this offer is subject to your undertaking that you will not during your employment with the Company or at any time thereafter disclose to any person, firm or Company any information concerning the affairs of the Company, or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
15. A condition of your service is that you can be transferred temporarily or permanently for duty anywhere in India or abroad depending on the exigencies of work of the Company or its affiliates/subsidiaries
16. Salary and level of earnings within your group is personal to you depending upon your background, experience and performance. As such comparison between individual employees is invidious. Information related to your payroll is strictly confidential and as such you are requested not to discuss or disclose any information pertaining to yours and other's salary perks.
17. Income tax and other taxes if any will be to your account and is subject to deductions at source wherever applicable.
18. For any further clarification on matters related to your salary/perks, you are requested to personally contact HRD Department.
19. The terms and conditions of your service are subject to change from time to time by the Company.

Sincerely,

ATTESTED

M C Sharma

CEO

I have read the provisions of the Employment Agreement and I accept the above offer.

Date:

Abhishek Nayak

Principal
Trident Academy of Technology
Bhubaneswar-751024

Offer: Computer Consultancy
Ref: TCSL/CT20172194522/Kolkata
Date: 05/10/2018

Mr. Subham Verma
Sub Plot 1Tulsi Vihar Complex,
Sailashree Vihar,
Bhubaneswar-751024,
Orissa.
Tel# 91-7008433646

Dear Subham Verma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata - [illegible], West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata - West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE
You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL.

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Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata - West Bengal, India
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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

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Gratuity

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

   This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 30 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
  You are required to submit a copy of your PAN card along with other joining forms,immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking stating:
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university
*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Subham Verma
Designation	Assistant System Engineer-Trainee
Institute Name	Trident Academy Of Technology, Bhubaneswar

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**
"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and trusted by TCS to the Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

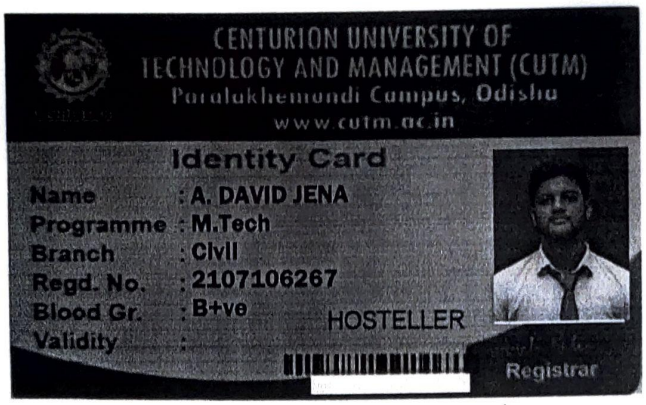
The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



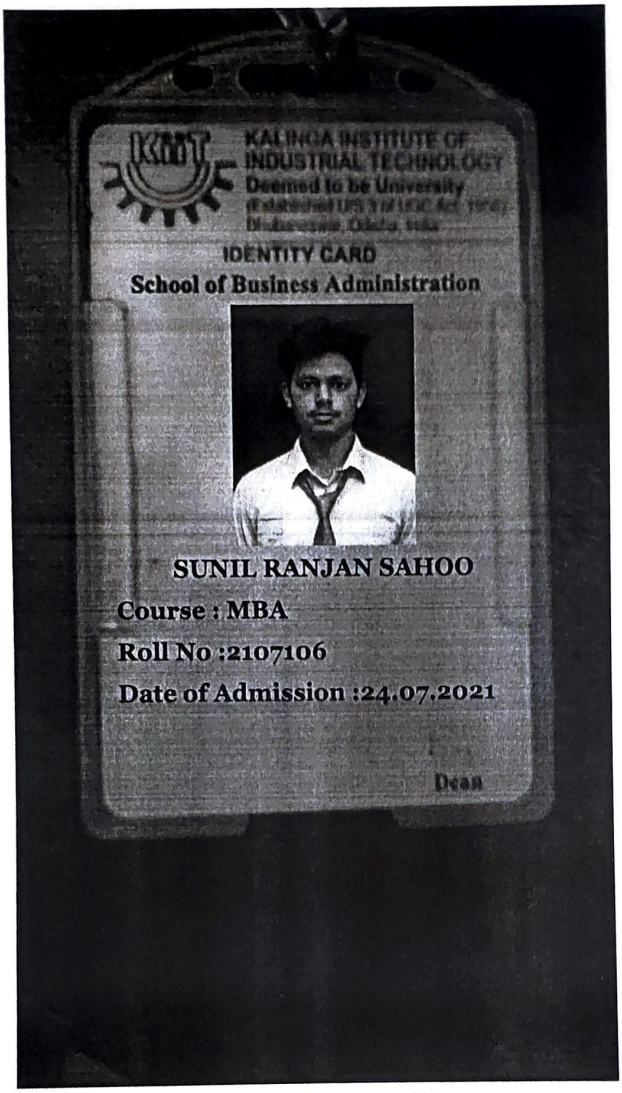
Name	:	SUDEV RANJAN MALLICK
Course	:	M. Tech
Branch	:	EE (Power System)
Roll No.	:	2107106333
Date of Birth	:	06.09.2003
Blood Group	:	O+ve

Principal

Sudev ranjan Mallick
Student's Signature

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COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	PRIYANKA SWAIN
Course	:	M. Tech
Branch	:	EE (Power System)
Roll No.	:	2107106343
Date of Birth	:	20.03.2003
Blood Group	:	O+ve

Principal

Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **VINAY MURMU**

Regd No : **2104106317**

Dept. : **Mechanical**

Specialization : **Thermal Engineering**

Valid upto : **2023**

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



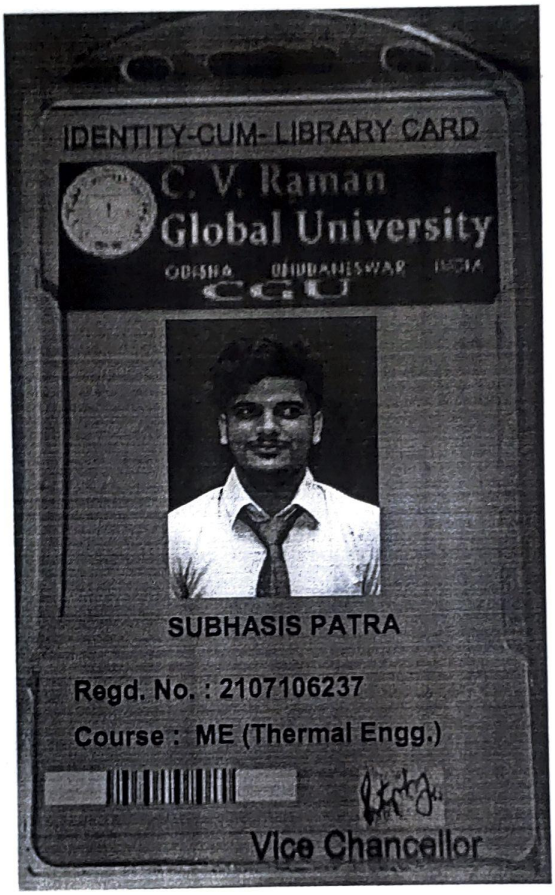
Name	:	SOUMYA RANJAN SAMAL
Course	:	M. Tech
Branch	:	ME (Thermal Engg.)
Roll No.	:	2107106303
Date of Birth	:	05.06.2003
Blood Group	:	AB+ve

Principal

S. R. Samal
Student's Signature

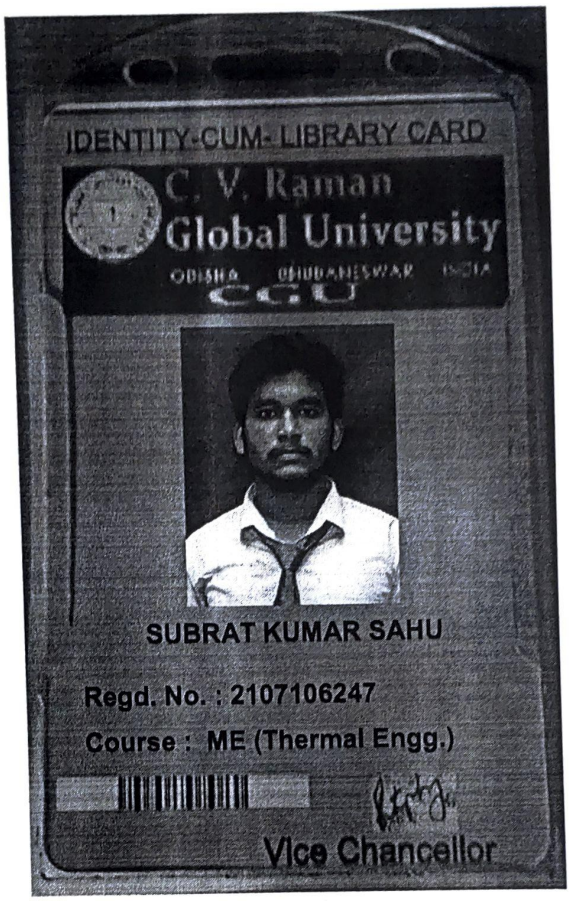
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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **NISHA SAWARA**

Regd No : **2105106327**

Dept. : **IT**

Specialization : **Information Technology**

Valid upto : **2023**

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	Upasana Mahato
Course	:	M. Tech
Branch	:	Biotech
Roll No.	:	2207106298
Date of Birth	:	08.09.2002
Blood Group	:	AB+ve

Principal

Upasana Mahato
Student's Signature

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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	Shubhrankita Mishra
Course	:	M. Tech
Branch	:	Biotech
Roll No.	:	2207106299
Date of Birth	:	09.06.2002
Blood Group	:	AB+ve

Principal

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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY

BURLA, ODISHA

REGISTRATION CARD



Name : **SOMYA RANI SAHOO**

Regd No : **2208106217**

Dept. : **Civil**

Specialization : **Structure Engg**

Valid upto : **2024**

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Principal
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COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



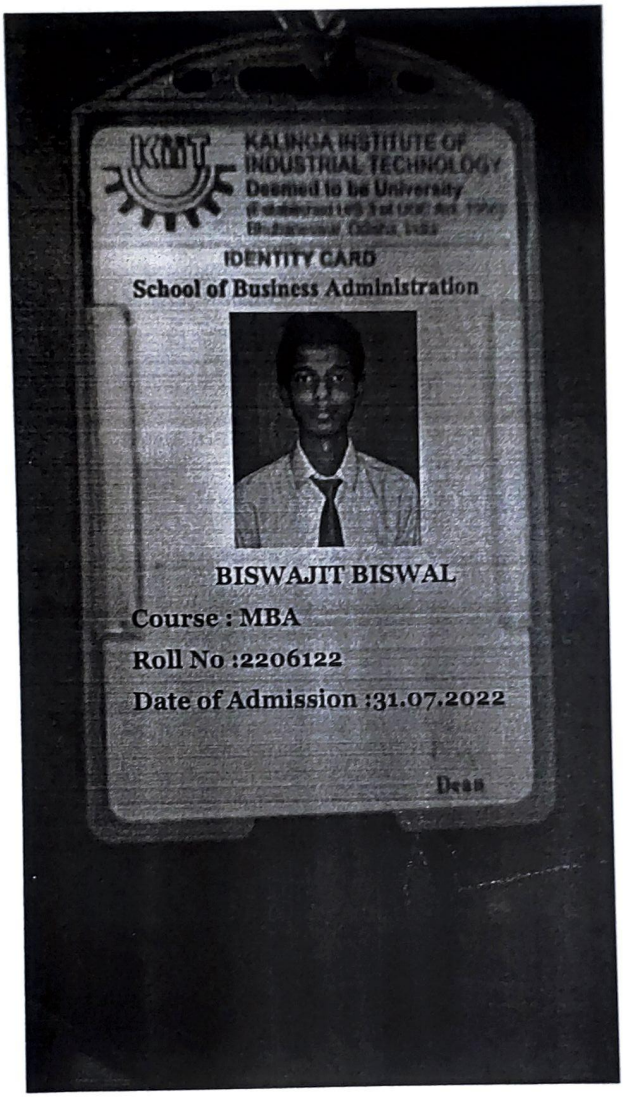
Name	:	Pratyush Kumar Roy
Course	:	M. Tech
Branch	:	Civil (Structure Engg)
Roll No.	:	2207106300
Date of Birth	:	08.09.2002
Blood Group	:	AB+ve

Principal

Pratyush Ku Roy
Student's Signature

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COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



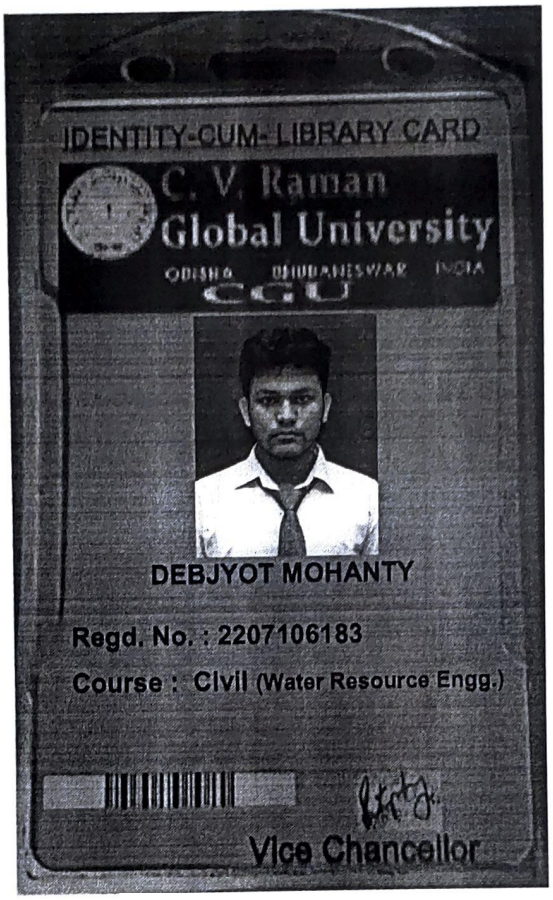
Name	:	Niruta Jena
Course	:	M. Tech
Branch	:	Civil (Structure Engg)
Roll No.	:	2207106303
Date of Birth	:	06.06.2002
Blood Group	:	AB+ve

Principal

Niruta Jena
Student's Signature

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Bhubaneswar-751024



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COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	Subhransu Sekhara Behera
Course	:	M. Tech
Branch	:	CSE
Roll No.	:	2207106297
Date of Birth	:	01.08.2002
Blood Group	:	AB+ve

Principal

Subhransu Behera
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY

BURLA, ODISHA

REGISTRATION CARD



Name : **SASHIKANTA SIAL**

Regd No : **2205106227**

Dept. : **CSE**

Specialization : **M.Tech(CSE)**

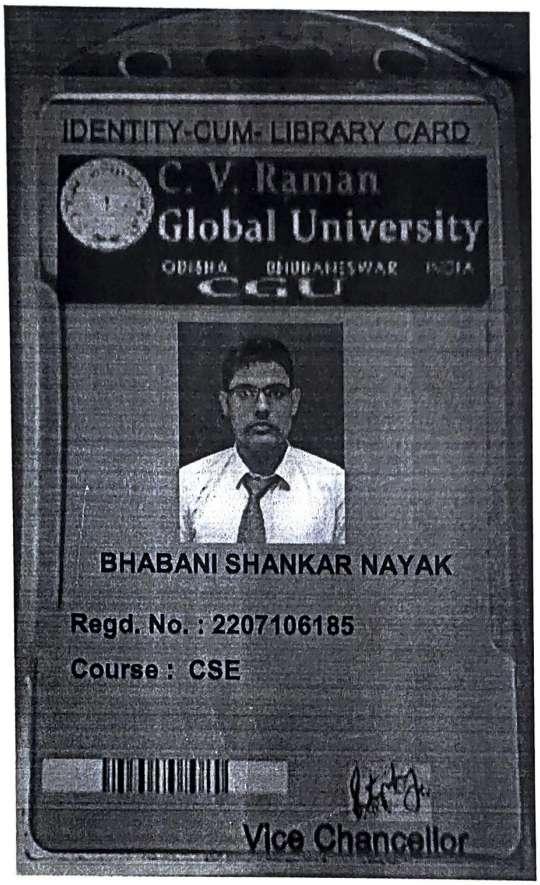
Valid upto : **2024**

DEAN
PGSR

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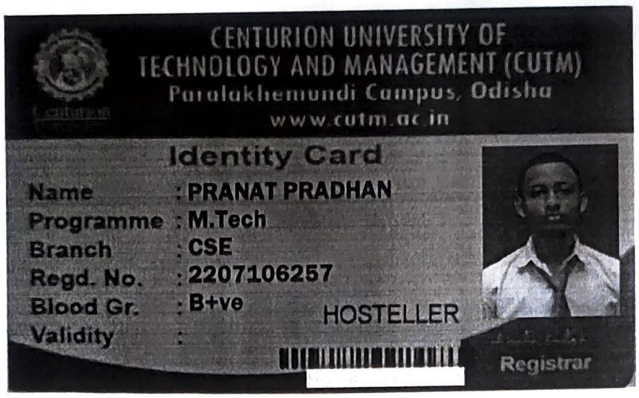
ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024


CENTURION UNIVERSITY OF
TECHNOLOGY AND MANAGEMENT (CUTM)
Paralakhemundi Campus, Odisha
www.cutm.ac.in

Identity Card

Name : PRANAT PRADHAN
Programme : M.Tech
Branch : CSE
Regd. No. : 2207106257
Blood Gr. : B+ve
Validity :

HOSTELLER

Registrar

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY

BURLA, ODISHA

REGISTRATION CARD



Name : **AMIT KUMAR PANDA**

Regd No : **2204106237**

Dept. : **Mechanical**

Specialization : **Thermal Engineering**

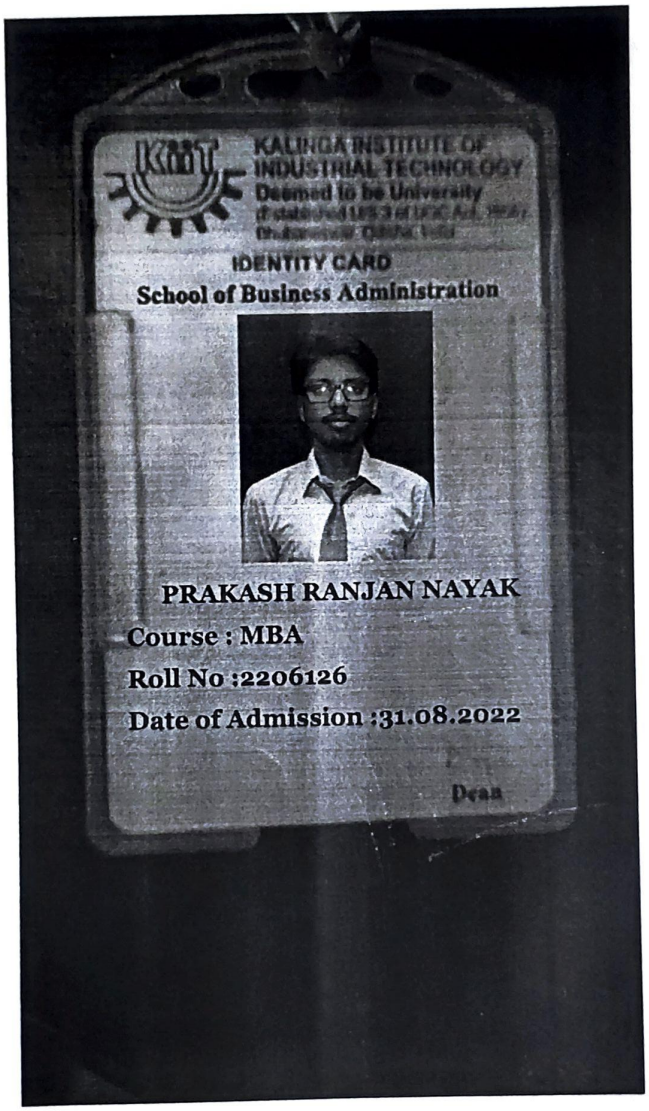
Valid upto : **2024**

DEAN
PGSR

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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
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Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



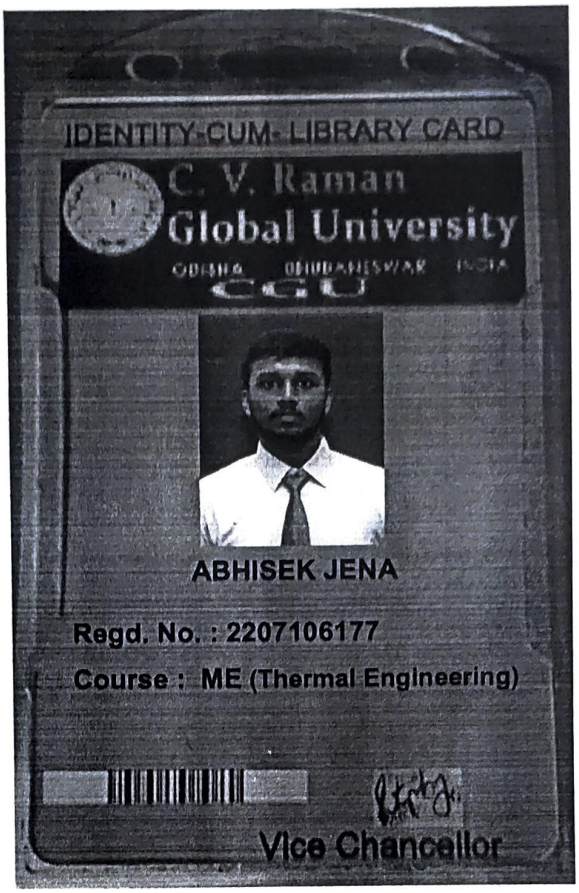
Name	:	Girija Sankar Deo
Course	:	M. Tech
Branch	:	ME (Thermal Engg.)
Roll No.	:	2207106302
Date of Birth	:	07.07.2002
Blood Group	:	AB+ve

Principal

Student's Signature

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Principal
Trident Academy of Technology
Bhubaneswar-751024



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COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	Prasant Kumar Swain
Course	:	M. Tech
Branch	:	ME (Thermal Engg.)
Roll No.	:	2207106301
Date of Birth	:	01.03.2002
Blood Group	:	AB+ve

Principal

Student's Signature

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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **SUBHASISH MOHAPATRA**

Regd No : **2203106247**

Dept. : **EE**

Specialization : **Power Electronics and drives**

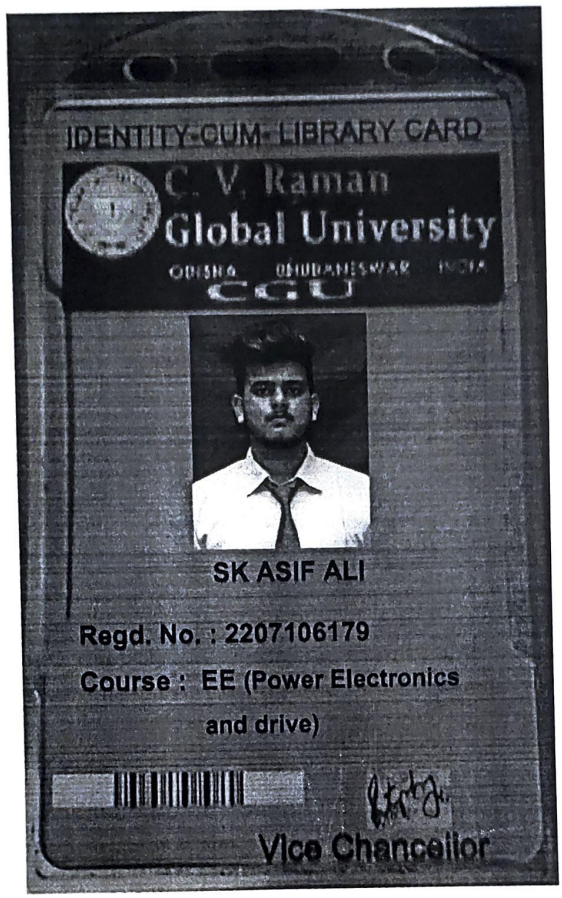
Valid upto : **2024**

DEAN
PGSR

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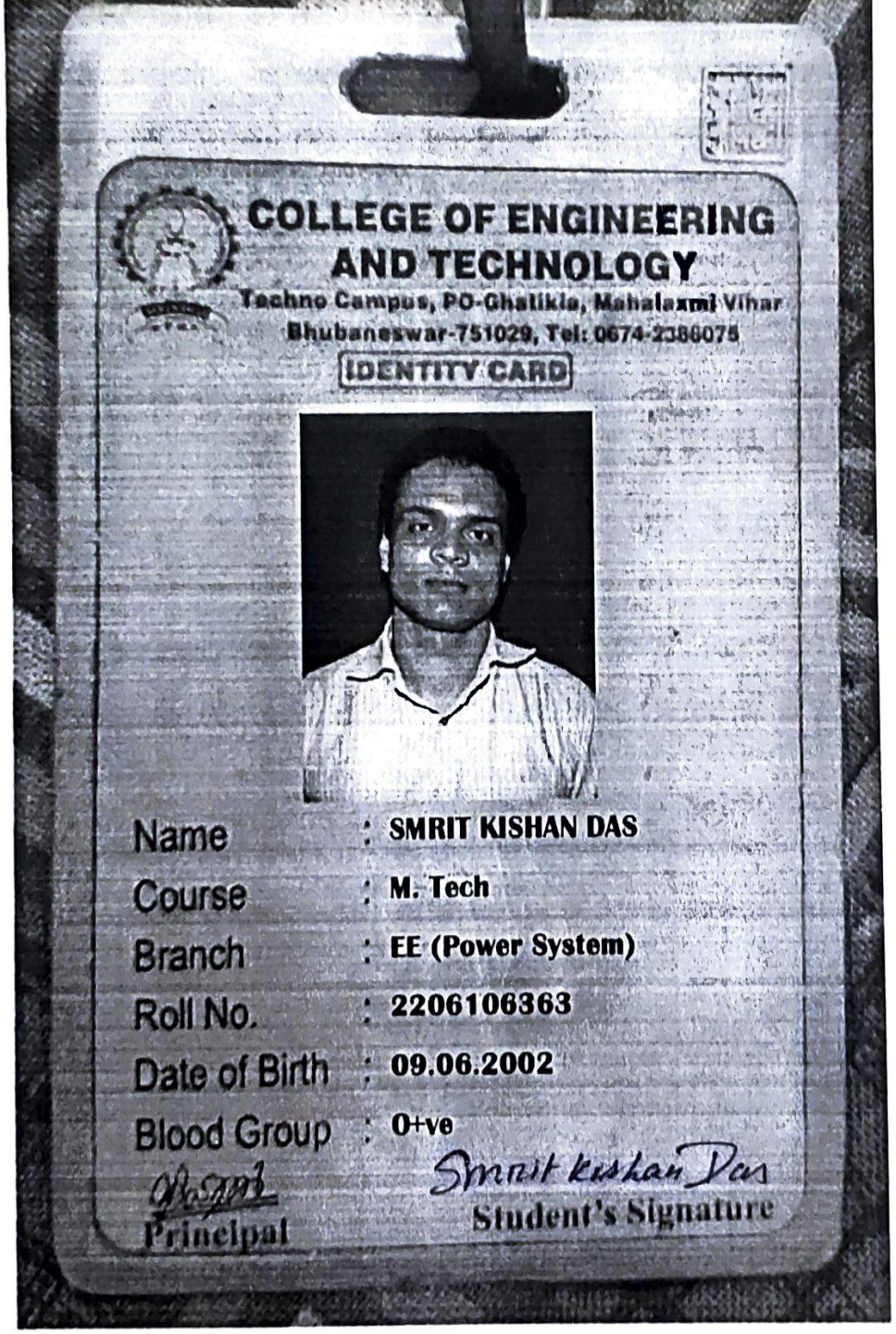
ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
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VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **RAHUL BISWAL**

Regd No : **2207106257**

Dept. : **ETC**

Specialization : **ETC(VLSI)**

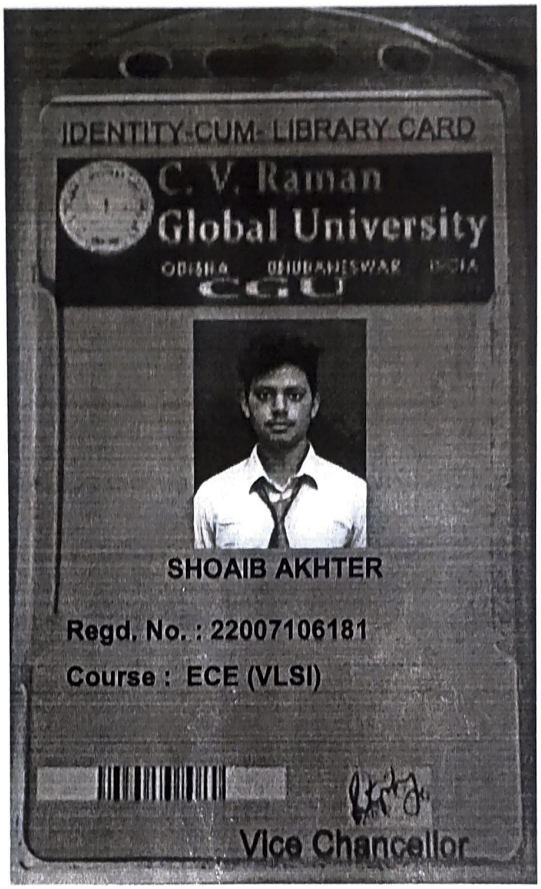
Valid upto : **2024**

DEAN
PGSR

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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : VIVEK KUMAR
Regd No : 2205106267
Dept. : IT
Specialization : CSE
Valid upto : 2024

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **DEBAJYOTI DAS**

Regd No : **2205106277**

Dept. : **IT**

Specialization : **CSE**

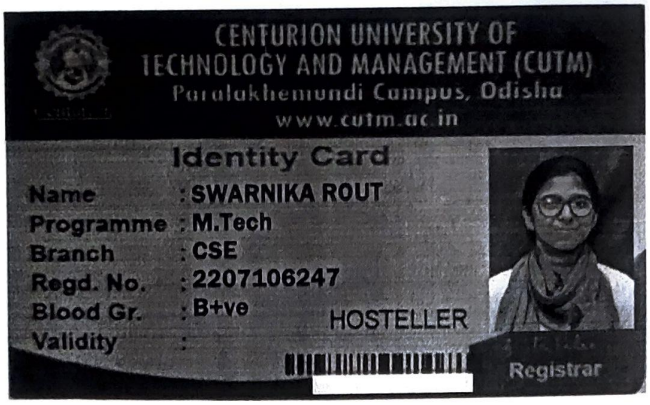
Valid upto : **2024**

DEAN
PGSR

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ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386078

IDENTITY CARD



Name	:	TEJASWINI BEHERA
Course	:	M. Tech
Branch	:	ECE
Roll No.	:	2206106373
Date of Birth	:	2003
Blood Group	:	O+ve

Principal

Tejaswini Behera
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	KAJOL BEHERA
Course	:	M. Tech
Branch	:	Biotech
Roll No.	:	2307106187
Date of Birth	:	02.03.2001
Blood Group	:	O+ve

Principal

Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



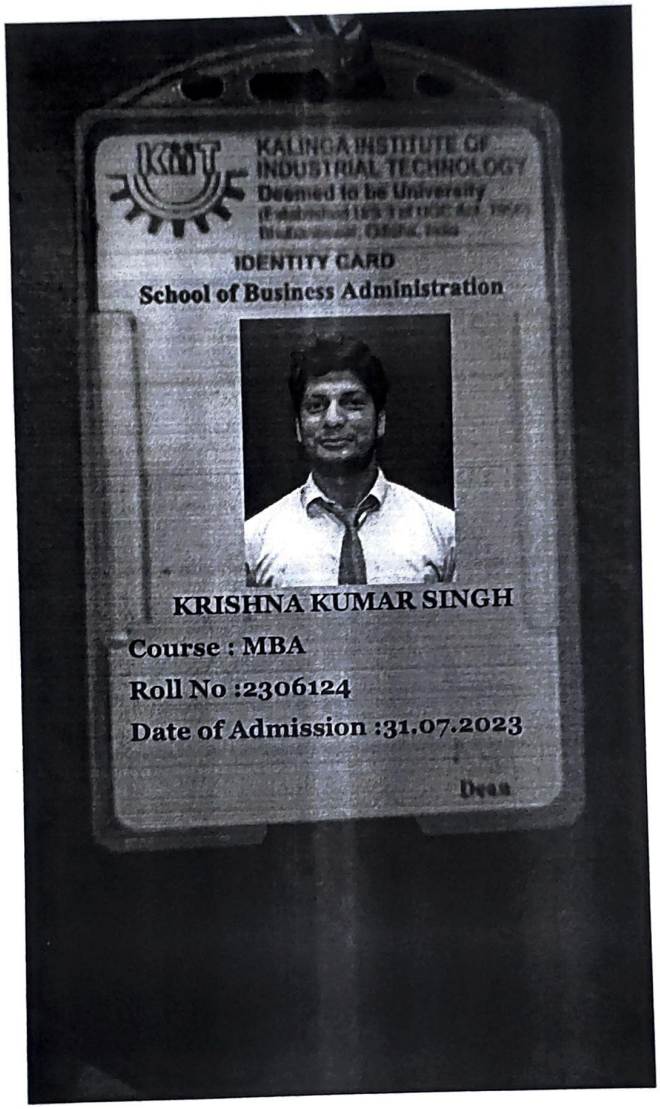
Name	:	SUBHAM NANDA
Course	:	M. Tech
Branch	:	Civil (Water Resource Engg.)
Roll No.	:	2307106217
Date of Birth	:	02.09.2001
Blood Group	:	O+ve

Principal

Subham Nanda
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	NITISH KUMAR MOHANTY
Course	:	M. Tech
Branch	:	Civil (Water Resource Engg.)
Roll No.	:	2307106177
Date of Birth	:	02.06.2001
Blood Group	:	O+ve

Principal

Nitish Kumar Mohanty
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **AYUSI MISHRA**

Regd No : **2307106177**

Dept. : **CSE**

Specialization : **ETC(VLSI)**

Valid upto : **2025**

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



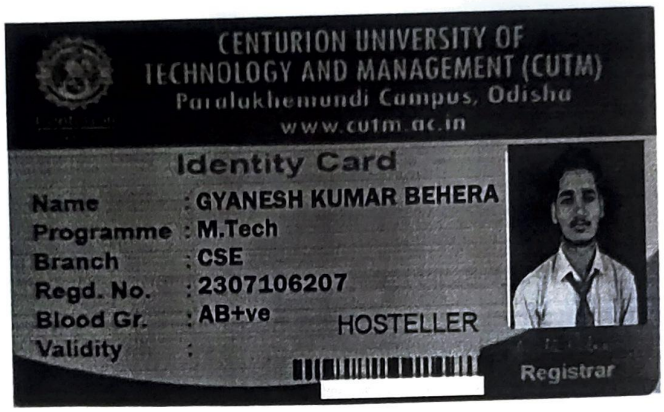
Name	:	DIBYA JYOTI PATRA
Course	:	M. Tech
Branch	:	Computer Sc. Engg.
Roll No.	:	2307106207
Date of Birth	:	05.02.2001
Blood Group	:	O+ve

Principal

Student's Signature

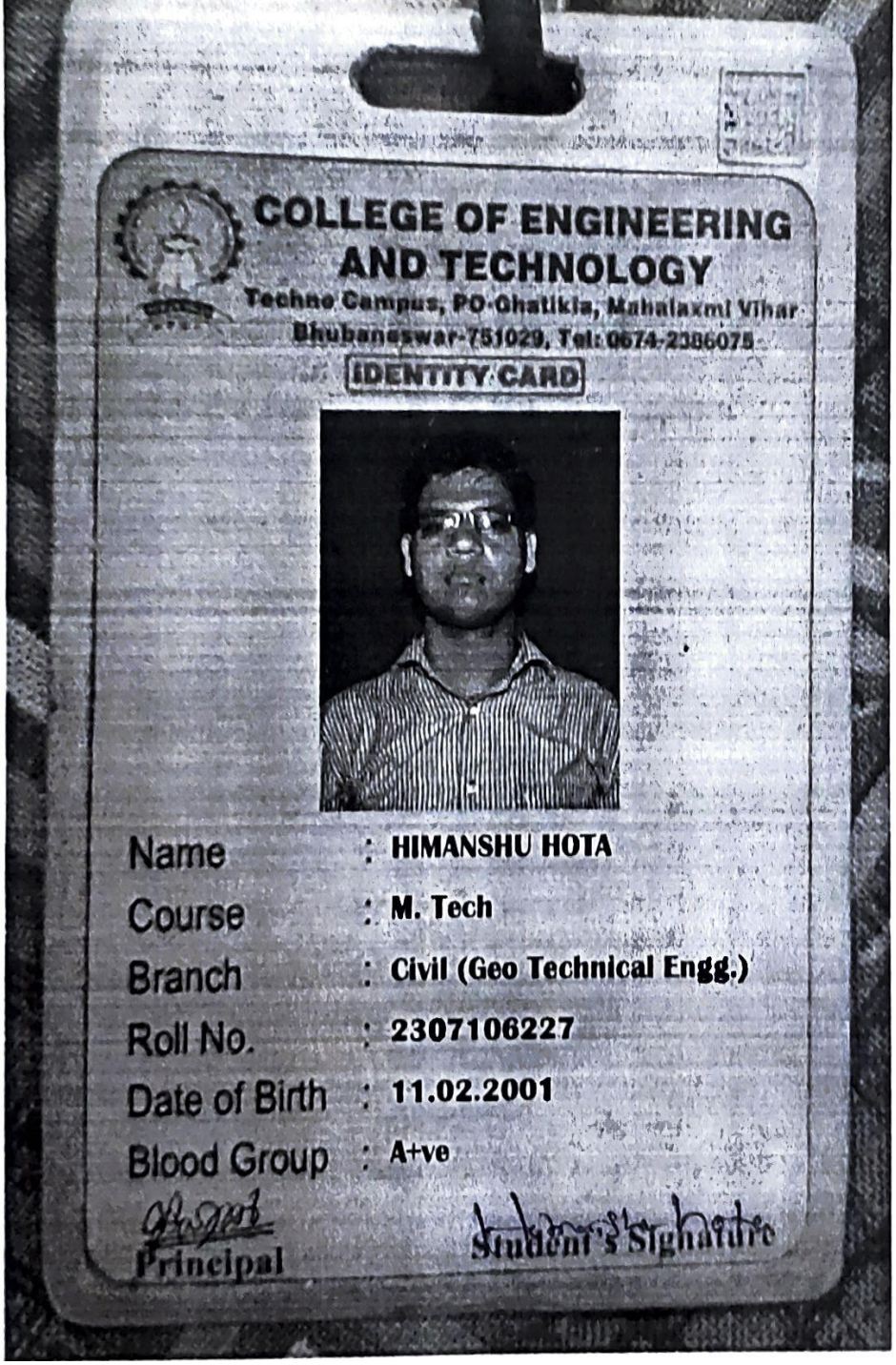
ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



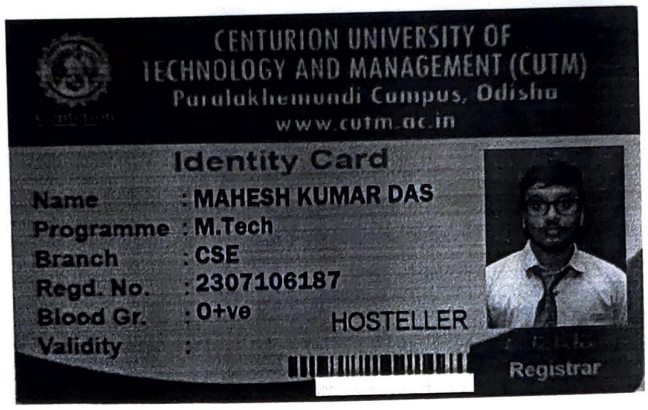
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Principal
Trident Academy of Technology
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Principal
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Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA
REGISTRATION CARD



Name : MONALISHA BHUYAN

Regd No : 2307106187

Dept. : CST

Specialization : ETC(MWE)

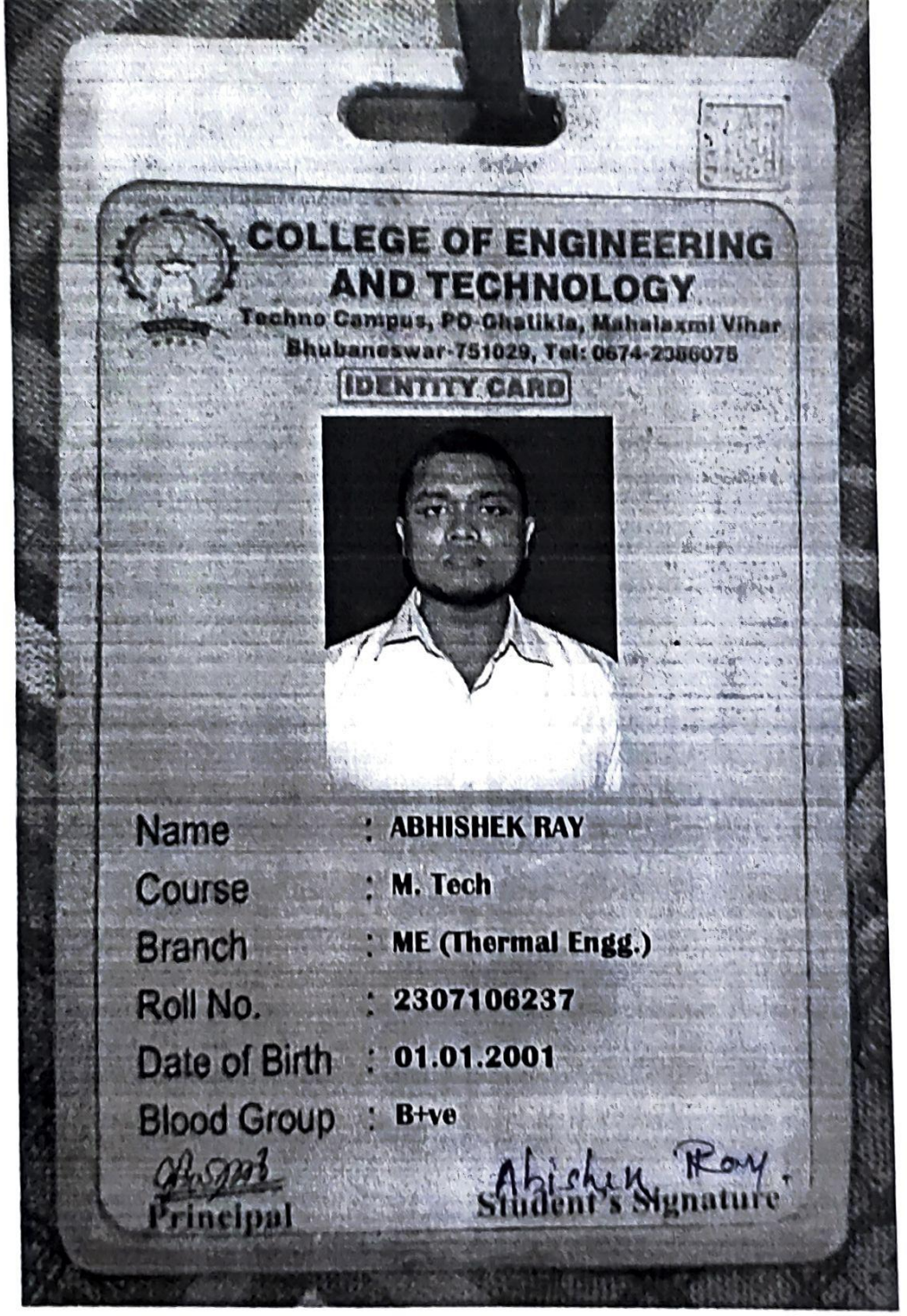
Valid upto : 2025

DEAN
PGSR

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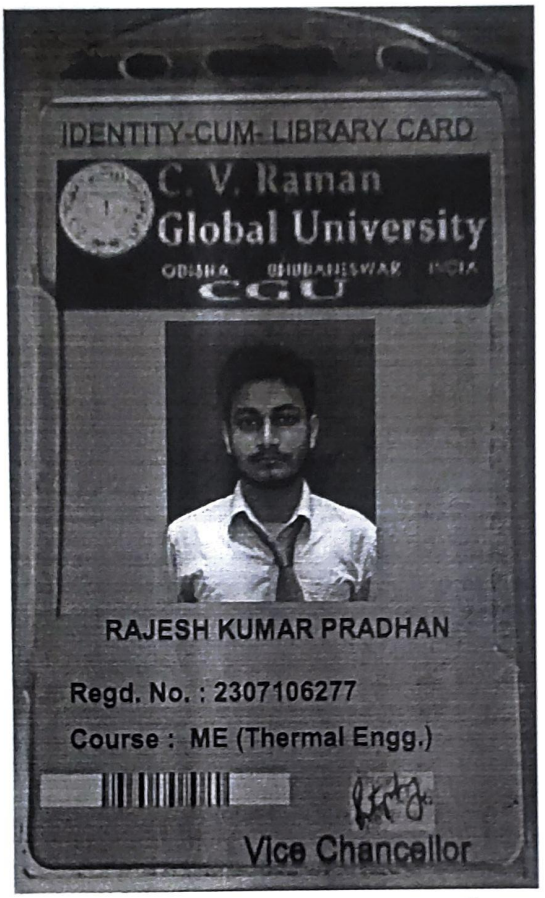
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Principal
Trident Academy of Technology
Bhubaneswar-751024



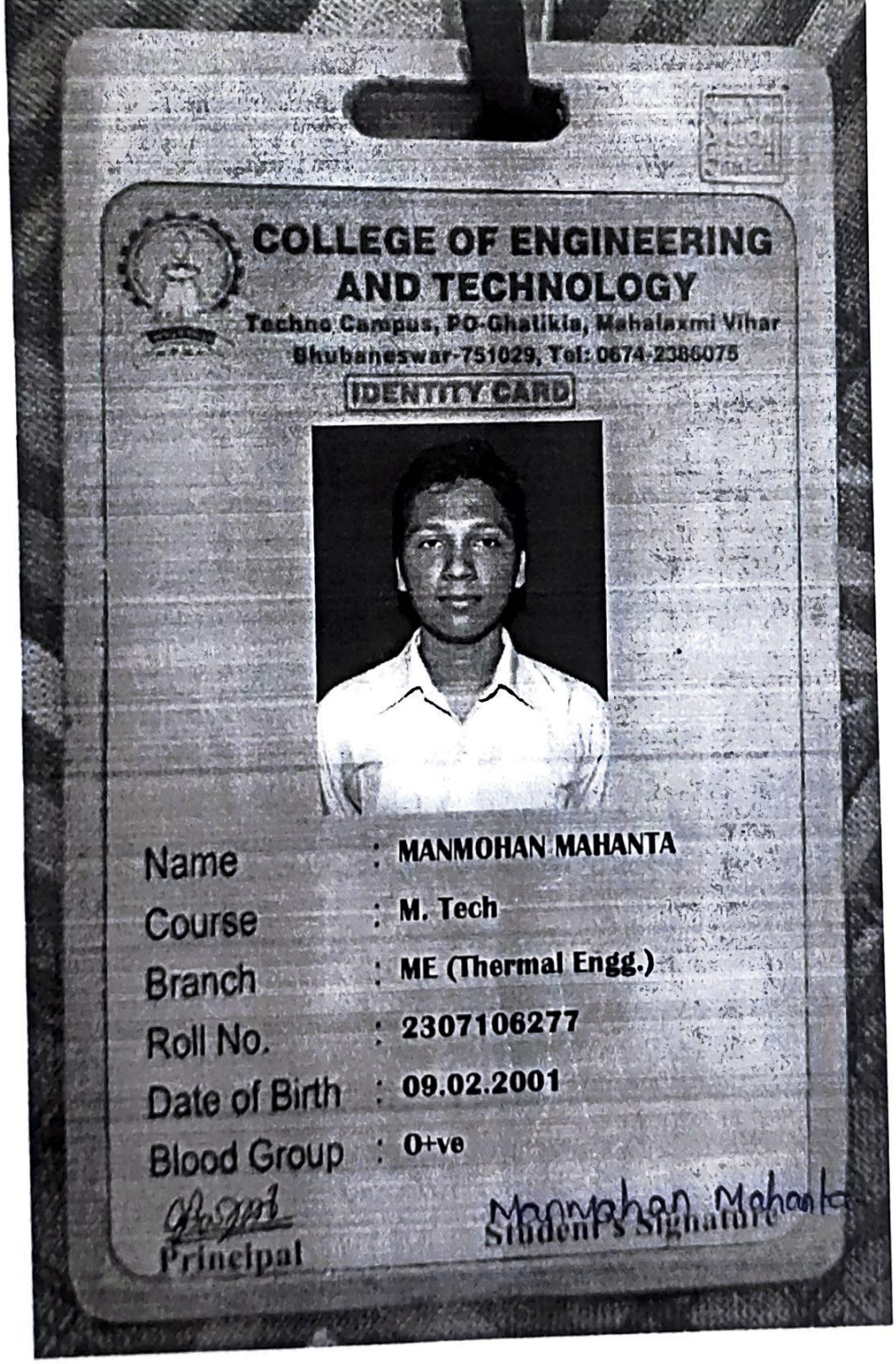
ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



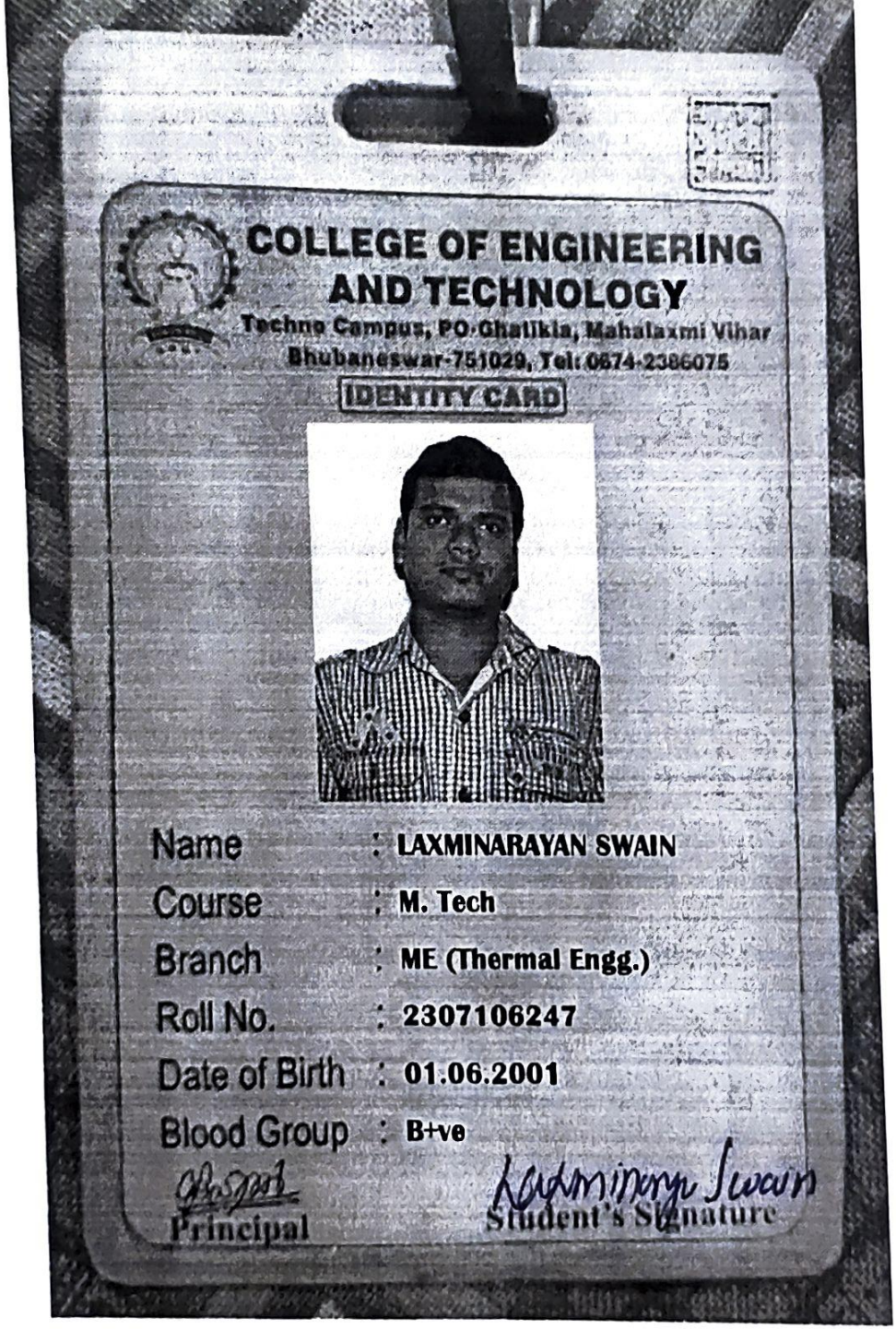
ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



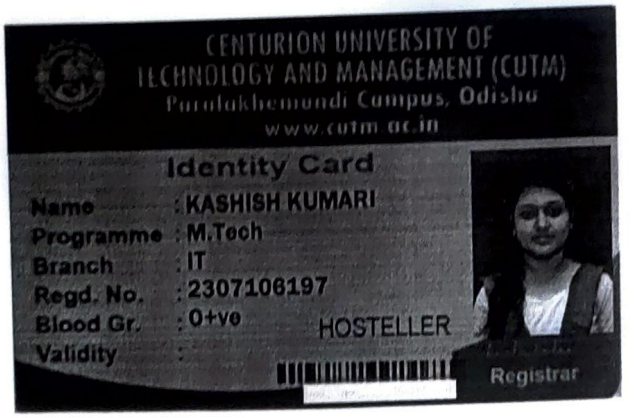
ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024


CENTURION UNIVERSITY OF
TECHNOLOGY AND MANAGEMENT (CUTM)
Paralakhemundi Campus, Odisha
www.cutm.ac.in

Identity Card

Name : KASHISH KUMARI
Programme : M.Tech
Branch : IT
Regd. No. : 2307106197
Blood Gr. : O+ve
Validity :

HOSTELLER

Registrar

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



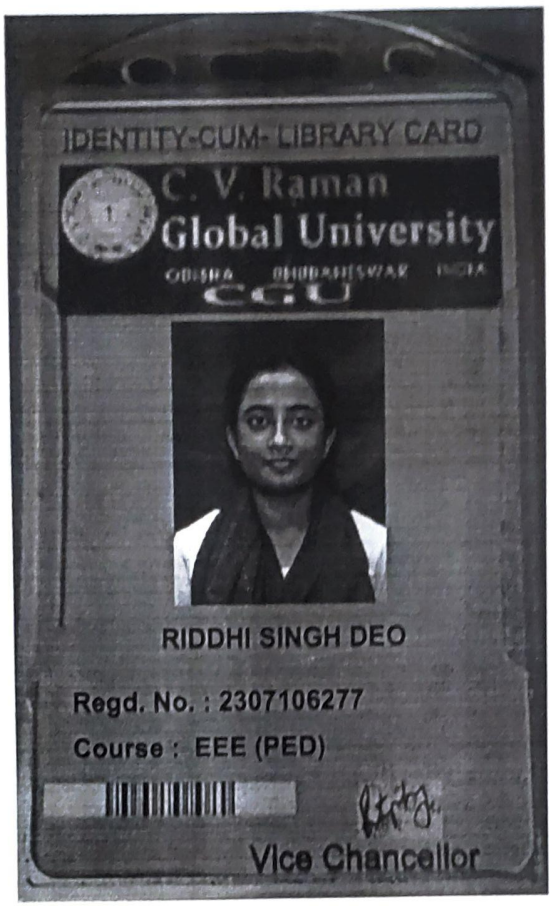
Name	:	Md Sahil Kumar
Course	:	M. Tech
Branch	:	Information Technology
Roll No.	:	2309106257
Date of Birth	:	05.06.2001
Blood Group	:	B+ve

Principal

Md. Sahil Kumar
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



Name	:	AMIT NAYAK
Course	:	M. Tech
Branch	:	AEI(VLSI)
Roll No.	:	2307106267
Date of Birth	:	07.08.2001
Blood Group	:	B+ve

Principal

Amit Nayak
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



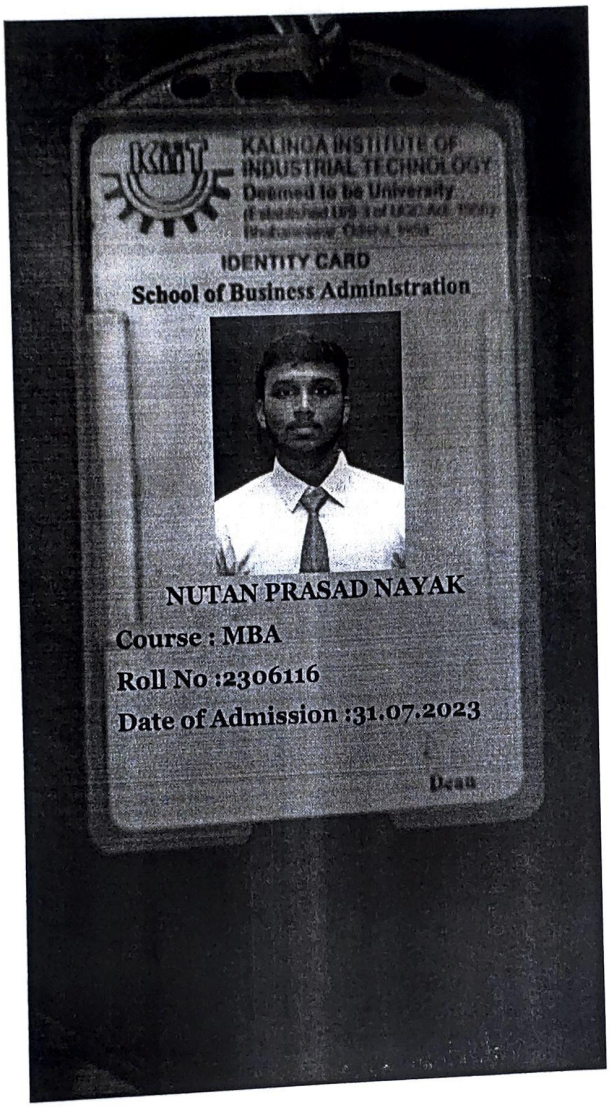
Name	:	SURAJ KUMAR HOTA
Course	:	M. Tech
Branch	:	EE (Power Electronics and Drives)
Roll No.	:	2307106297
Date of Birth	:	02.04.2001
Blood Group	:	O+ve

Principal

Suraj Ku. Hota
Student's Signature

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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

COLLEGE OF ENGINEERING AND TECHNOLOGY

Techno Campus, PO-Ghatikia, Mahalaxmi Vihar
Bhubaneswar-751029, Tel: 0674-2386075

IDENTITY CARD



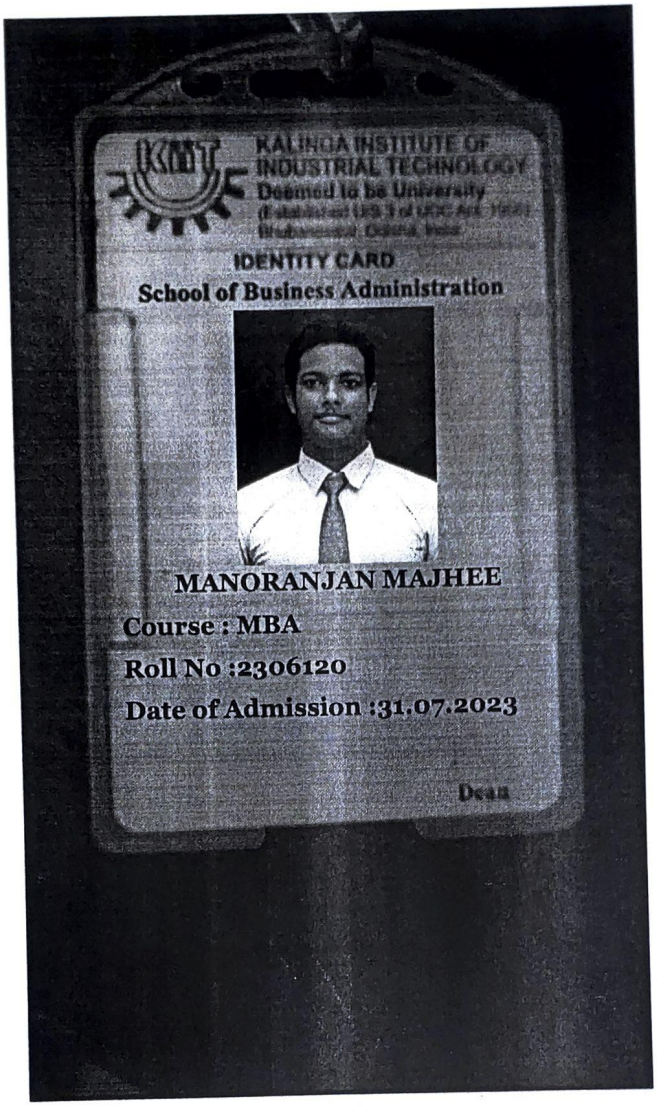
Name	:	KUMAR PRALAYA RANJAN
Course	:	M. Tech
Branch	:	ECE
Roll No.	:	2307106287
Date of Birth	:	06.03.200
Blood Group	:	O+ve

Principal

Kumar P. Ranjan
Student's Signature

ATTESTED

Principal
Trident Academy of Technology
Bhubaneswar-751024



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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY

BURLA, ODISHA

REGISTRATION CARD



Name : **PRIYANKA PRAHARAJ**

Regd No : **2307106197**

Dept. : **ETC**

Specialization : **ETC(VLSI)**

Valid upto : **2025**

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Principal
Trident Academy of Technology
Bhubaneswar-751024

VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY
BURLA, ODISHA

REGISTRATION CARD



Name : **RAJESH MAHAPATRA**

Regd No : **2307106207**

Dept. : **ETC**

Specialization : **ETC(VLSI)**

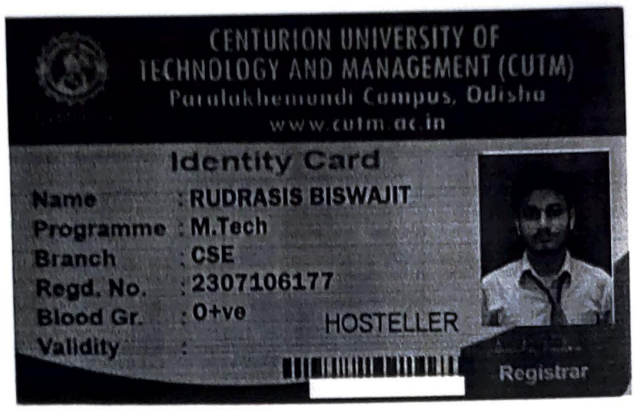
Valid upto : **2025**

DEAN
PGSR

(To be submitted in original to the PGSR Section at the time of issue of Migration Certificate)

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Bhubaneswar-751024



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Trident Academy of Technology
Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 01.11.2022

This is for the Information to all the B.Tech,MBA & MCA Students that the College is going to Conduct Training Programme on GATE, CAT/MAT/XAT and various Competitive Examinations from 4th November to 4th December 2022 for sensitizing the students for better career opportunity.

It is compulsory for all the students to attend the training Programme at Auditorium (Block-5) as per given schedule.

Sl No	Department	Time
1	B. Tech	4.00PM to 5.30 PM (Monday to Friday)
2	MBA & MCA	5:30 PM to 6:30 PM (Monday to Friday)

Principal

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Prof. Dinesh Sahoo (NIYATI)**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE	**04.11.2022**

On 4th November to 4th December , 2022, Trident Academy of Technology conducted a Career counselling Programme at the Auditorium (Block-5) by **Prof. Dinesh Sahoo** . The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The 5th-semester B.Tech students attended from 4 PM to 5:30 PM, and MBA and MCA students joined the final session from 5.30 PM to 6:30 PM. Attendance was mandatory to enhance students' employ ability skills and preparation for job.



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Attendance Sheet (04.11.2022)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	2106289001	AMIT KUMAR SWAIN	Amit Kumar Swain
2	2106289002	ASHES KUMAR SWAIN	ASHES KUMAR SWAIN
3	2106289003	ASHIS KUMAR BISWAL	Ashish Kumar biswal
4	2106289004	ASHUTOSH PRADHAN	Ashutosh Pradhan
5	2106289005	ASHUTOSH PRADHAN	Ashutosh pradhan
6	2106289006	BEDAPRAKASH PRUSTY	Bedaprakash Prusty.
7	2106289007	BHARGAVI DASH	Bhargavi Dash
8	2106289008	DEBABRATA FATHKAR	Debabrata Fathkar
9	2106289009	DEBASHISH SAHU	Debashish sahu.
10	2106289011	G ADITYA PRASAD PATRO	G Aditya Prasad Patro
11	2106289012	GYANASWINEE NAYAK	Gyanaswinee Nayak
12	2106289013	KAJAL SAHOO	Kajal Sahoo
13	2106289014	MADHURIMA MAHALA	MadhurimaMahala
14	2106289015	MADHUSMITA NAYAK	Madhusmit Nayak
15	2106289016	MADHUSMITA NAYAK	MadhusMita Nayak
16	2106289017	MANOJ KUMAR SAHOO	Manojkumar Sahoo
17	2106289019	NITISH NAYAK	Nitish Nayak
18	2106289020	PRADYUMNA SAHOO	pradyumna sahoo
19	2106289021	PRATEEKSHYA PATTANAYAK	Prateekshya Pattanayak
20	2106289022	PRITI PRIYADARSHINI KALO	Priti Priyadarshini Kalo
21	2106289023	RAHUL RAMAN BHOL	Rahul raman bhol
22	2106289024	RAJNI KUMARI LAGURI	Rajni Kumari Laguri
23	2106289025	ROHAN KUMAR ACHARJYA	Rohan Kumar Acharya
24	2106289026	RONAK JENA	Ronak Jena
25	2106289027	SAMEER PADHY	Sameer Padhy
26	2106289028	SANGITA BEHERA	Sangita Behera.
27	2106289029	SHRABANI KUMARI PANDA	ShrabaniKumariPanda
28	2106289030	SIMRAN NAYAK	Simran Nayak
29	2106289032	SMRUTI REKHA BESHRA	Smruti Rekha Beshra
30	2106289033	SMRUTIREKHA SWAIN	Smrutirekha Swain
31	2106289034	SOURAV PRASAD DAS	Sourav Prasad Das

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32	2106289036	SUBHASHREE SUBHRAJYOTI NAYAK	Subhashree subhrajyoti nayak
33	2106289037	SUCHISMITA SAHOO	Suchismita Sahoo
34	2106289038	SURYAKANTA TRIPATHY	Suryakanta Tripathy
35	2106289039	YASHASWINEE DASH	Yashaswinee dash.
36	2106289040	DEBASMITA MOHANTY	Debasmita Mohanty
37	2106289041	DIBYAJYOTI MOHANTY	Dibya Jyotic Mohanty
38	2106289042	DIPTIMAYEE PARIDA	Diptimayee parida
39	2106289043	KORUPOLU SAI PRANEETA	Korupolu Sai Praneeta
40	2106289044	LAXMIPRIYA KAR	Laxmipriya Kar
41	2106289045	MAHESWARI BEURA	Maheswari Beura
42	2106289046	MONICA DAS	Monica Das
43	2106289047	PURUSHOTTAM SETHI	purushottam Sethi
44	2106289048	RAJESH BISWAL	Rajesh Biswal
45	2106289049	SASANKA SEKHAR SAHOO	Sasanka Sekhar Sahoo
46	2106289050	SEFALI PRIYADARSINI	Sefali Priyadarsini
47	2106289051	SHEK ALLAUDIN	Shek Allaudin
48	2106289052	SNEHANJANA JENA	Snehanjana Jena
49	2106289053	SUBASISH SINHA	Subasish sinha
50	2106289054	SUBHASHREE RAY	Subhashree Ray
51	2106289055	SURYA NARAYAN DASH	Surya narayan Dash
52	2106289056	ABHISHEK SWAIN	Abhisek Swain
53	2106289057	KIRAN KUMAR SWAIN	Kiran Kumar Swain
54	2106289058	SUDIPTA JENA	Sudipta Jena
55	2106289059	ABHIRAM DALAI	Abhiram Dalai
56	2106289060	ABINASH SAHU	Abinash Sahu
57	2106289061	AKASH PATTANAYAK	Akash Pattanayak
58	2106289062	ANKIT KUMAR NAYAK	Ankit Kumar Nayak
59	2106289063	ANSHUMAN DAS	Anshuman Das

ATTESTED

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Trident Academy of Technology
Bhubaneswar-751024

Attendance Sheet (05.11.2022)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Computer Application

Sl. No.	REGD NO	NAME	SIGNATURE
1	2105289013	CHAITANYA LAKRA	Chaitanya Lakra
2	2105289014	CHANDAN KUMAR NAYAK	Chandan Kumar Nayak
3	2105289015	CHINMAY SAHOO	Chinmay Sahoo
4	2105289016	DEBASIS TARAI	Debasis Tarai
5	2105289017	DEEPAK KUMAR BHUTIA	Deepak ku Bhutia
6	2105289018	DEEPAK KUMAR GOUDA	Deepak ku Gouda
7	2105289019	DIBYA JYOTIRMAYA MUKHI	Dibya Jyotirmaya Mukhi
8	2105289020	DIBYASUNDAR BEHERA	Dibyasundar Behera
9	2105289021	GEETANJALI MISHRA	Geetanjali Mishra
10	2105289022	IPSITA BEURA	Ipsita Beura
11	2105289023	JACHANIKA SETHY	Jachanika Sethy
12	2105289024	JAGANNATH PALEI	Jagannath Palei
13	2105289025	JYOTIRANJAN LENKA	Jyotiranjan Lenka
14	2105289026	KUMAR CHANDRAKANTA NAYAK	Kumar Chandrakanta Nayak
15	2105289027	MANASI BEHERA	Manasi Behera
16	2105289028	MANOJ KUMAR SAHOO	Manoj Kumar Sahoo
17	2105289029	MANORANJAN SATAPATHY	Manoranjan Satapathy
18	2105289030	MITALI MANASWINI MOHAPATRA	Mitali manaswini mohapatra
19	2105289031	NIBEDITA BALA	Nibedita bala
20	2105289032	NITISH KUMAR ROUTRAY	Nitish kumar Routray
21	2105289033	PADMA LOCHAN MARNDI	Padmalochan marndi
22	2105289034	PRADOSH MOHANTY	Pradosh mohanty
23	2105289035	PRAJNYA PARAMITA OJHA	Prajnya paramita ojha
24	2105289036	PRATIVA DUTTA	Prativa Dutta.
25	2105289037	PRATYUSA PARAMITA SASMAL	Pratyusa Paramita Sasmal
26	2105289039	PRAVEEN KUMAR	Praveen Kumar
27	2105289040	PRIYABRATA NAYAK	Priyabrata Nayak
28	2105289041	PUSPAKANTA SAHOO	PUSPAKANTA SAHOO
29	2105289042	RAHUL SATAPATHY	RAHUL Satapathy
30	2105289043	RASHMI RANJAN PANDA	Rashmi Ranjan Panda
31	2105289044	RUDRESWAR RANA	Rudreswar Rana

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32	2105289045	SASMITA PATI	Sasmita Pati
33	2105289046	SHAKTI SANKAR BEHERA	Shakti Sankar Behera
34	2105289047	SMRUTI RANJITA SAHOO	Smruti Ranjita Sahoo.
35	2105289048	SMRUTIKANTA SWAIN	Smrutikanta Swain
36	2105289049	SMRUTIPRANGYA SAHOO	Smrutiprangya Sahoo
37	2105289050	SOMYA BHARATI SWAIN	Somya Bharati Swain
38	2105289051	SOURAV BEHURIA	Sourav Behuria
39	2105289052	SRISTYSUMAN DASH	Sristysuman Dash
40	2105289053	SUBHASHREE PRADHAN	Subhashree Pradhan
41	2105289054	SUBHASREE SATAPATHY	Subhashree Satapathy
42	2105289055	SUDARSAN PARIDA	Sudarsan Parida
43	2105289056	SUDIPTA RANJAN PATRA	Sudipta Ranjan Patra
44	2105289057	SURAJ BISWAS	Suraj Biswas
45	2105289058	SURAJ KUMAR BHOI	Suraj Kumar Bhoi
46	2105289059	SURYAKANT BARIK	Suryakant Barik
47	2105289060	UPENDRA BAHINIPATI	Upendra Bahinipati
48	2105289061	VARSHA RANI MULLICK	Varsha Rani Mullick

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Trident Academy of Technology
Bhubaneswar-751024

Attendance Sheet (06.11.2022)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289005	RIYA SHARMA	R. Sharma
2	1901289343	ABHISHEK RANJAN	Abhishek Ranjan.
3	1901289344	ABINASH BEHERA	Abinash Behera
4	1901289345	ABINASH KUMAR TRIPATHY	Abinash kU. Tripathy
5	1901289346	AKASH SAHU	Akash Sahu
6	1901289347	ANKIT MANGARAJ	Ankit Mangaraj
7	1901289348	ANKITA PRUSTY	Ankita Prusty
8	1901289349	ANSHU GAUTAM	Anshu Gautam
9	1901289351	ASHIS SHARMA	Ashis Sharma
10	1901289352	ASHISH KUMAR ROUT	Ashish Kumar Rout
11	1901289353	ASHUTOSH ACHARYA	Ashutosh Acharya
12	1901289354	ASIS PATTANAIK	ASIS Pattanaik
13	1901289355	BHOLANATH BARIK	Bholanath Barik
14	1901289356	BISWA RANJAN DAS	Biswa Ranjan Das
15	1901289357	BISWAJEET PUTI	Biswajeet Puti
16	1901289358	BISWAJIT ROUT	Biswajit Rout
17	1901289359	BISWAJIT SAMAL	Biswajit Samal
18	1901289360	DIBYAJYOTI PATRA	D. Patra
19	1901289361	HIMANSU RANJAN MALLICK	Himansu Ranjan Mallick
20	1901289362	KAMAL ACHARYA	Kamal Acharya
21	1901289363	KASHISH KUMARI	Kashish Kumari
22	1901289364	KISHAN KUMAR MAHARANA	
23	1901289365	MD FARID RAZZA	Md Farid Razza
24	1901289366	MOHIT KUMAR	Mohit Kumar
25	1901289367	NAMRATA MOHARANA	
26	1901289368	NIKHILESH PANI	Nikhilesh Pani
27	1901289369	P KARTHIK KUMAR	P Karthik Kumar
28	1901289370	PRATYARPITA PATTANAIK	
29	1901289371	ROSHAN LAL PRAJAPATI	Roshan lal prajapati
30	1901289372	RUMANA BEGUM	
31	1901289374	SAMIKSHA BARIK	Samiksha Barik
32	1901289375	SARBESWAR NAYAK	
33	1901289376	SAROJ KUMAR RANA	Saroj Kumar Rana
34	1901289377	SATRUJIT PANI	Rani
35	1901289378	SATYAM KUMAR SINGH	
36	1901289379	SAUMYARANJAN SAHOO	
37	1901289380	SONALEE PRIYADARSINEE	Sonalee Priyadarshinee
38	1901289381	SUBHAM SAHOO	Subham Sahoo
39	1901289382	SUBHAM SUBHRAJIT	Subham Subhrajit
40	1901289383	SUDHIR KUMAR	Sudhir Kumar

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41	1901289384	SULAGNAA PANI	Sulagnaa Pani
42	1901289385	SUNIL KUMAR PANDA	Sunil kumar Panda
43	1901289386	SUPRAVA ROUTRAY	Supravya Routray
44	1901289387	SWARAJ KUMAR SAHOO	Swaraj Kumar Sahoo
45	1901289388	BINAYAK MOHANTY	Binayak Mohanty.
46	1901289389	SOMANYU SAMAL	Somanyu Samal
47	1901289390	SUPRIYA SATAPATHY	Supriya Satapathy
48	2021289064	AMAN KUMAR BEHERA	Aman Kumar Behera

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Trident Academy of Technology
Bhubaneswar-751024

Attendance Sheet (07.11.2022)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.((Electrical & Electronics Engineering))

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289288	ABHIJEET SAHOO	
2	1901289289	ABHISEK NANDA	
3	1901289290	ABINASH ROUTRAY	
4	1901289291	ADITYA NARAYAN DHAR	
5	1901289292	AMIT SINGH	
6	1901289293	ANANYA MOHAPATRA	
7	1901289294	ANIL KUMAR MALLICK	
8	1901289295	ANKITA PATI	
9	1901289296	ANKITA PRIYADARSHANI	
10	1901289297	ANURAG PRADHAN	
11	1901289298	BIBECHITA SAHOO	
12	1901289299	BISWAJEET JENA	
13	1901289300	CHINMAYEE DUTTA	
14	1901289301	DEBABRATA SI	
15	1901289302	DEBASHIS NAYAK	
16	1901289303	DEBASMITA DEY	
17	1901289304	DIBYA PRAKASH PANDA	
18	1901289305	GOURAB SAHU	
19	1901289306	HARAPRASAD RATH	
20	1901289307	IPSITA PANDA	
21	1901289308	KRISHNA SATPATHY	
22	1901289309	KUMAR PRALAYA RANJAN	
23	1901289310	MANOJ KUMAR ROUT	
24	1901289311	MANORANJAN MAJHEE	
25	1901289312	MANORANJAN MALLICK	
26	1901289313	MD ZAFFAR AHMAD	
27	1901289314	MILLAN KUMAR KHILAR	
28	1901289315	NIJHUM ACHARYA	
29	1901289316	NIKHIL KUMAR	
30	1901289317	PADMAJA DORA	

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31	1901289318	PRABHANJAN SAHU	Prabhanjan Sahu
32	1901289319	PRAGNYA MISHRA	Pragnya Mishra
33	1901289320	PRATIK ANAND	P. Anad
34	1901289321	PRIYANKA PRAHARAJ	P. Priyanka
35	1901289322	PRIYANSHU DAS	Priyanshu Das
36	1901289323	RAJESH MAHAPATRA	Rajesh Mahapatra
37	1901289324	RUDRA NARAYAN BEHERA	Rudra Narayan
38	1901289325	RUDRASIS BISWAJIT	Rudrasis Biswajit
39	1901289326	SAUMES PRAKASH SAHOO	Saumes P. Sahoo
40	1901289327	SHREEMANT JAISWAL	Shreemant Jaiswal
41	1901289328	SHUBHAM KUMAR TIWARY	S. Kumar Tiwary
42	1901289329	SIDDHARTH KUMAR	Sidharth Kum.
43	1901289330	SIMRAN MOHANTY	Simran Mohanty
44	1901289331	SMITANJALI DAS	S. Das
45	1901289332	SOUMYA RANJAN PARIDA	Soumya ranjan parida
46	1901289333	SOUMYA SASWAT SAHOO	Soumya S.S.
47	1901289334	SUBHALAXMI NAYAK	Subhalaxmi Nayak
48	1901289335	SUBHAM KUMAR	Subhamkumar
49	1901289336	SUCHITRA SAHOO	Suchitra Sahoo
50	1901289337	SUVAM RAY	Suvam Ray
51	1901289338	SWARAJ KUMAR SWAIN	Swaraj K.S.
52	1901289339	SWAYAMDEEPTA SWAIN	S. Swain
53	1901289340	TAPASWINI MOHAPATRA	Tapaswini Mahap.
54	1901289341	YOGESH AGRAWAL	Yogesh Agrawal
55	1901289342	YUGAL D. DEKATE	Yugal D. K
56	2021289056	RAJESH KUMAR SAHOO	Rajesh Kum. Sahoo
57	2021289057	SHIBASRIT MALLICK	S. Mallick
58	2021289058	SOURAV KUMAR	Sourav kumar
59	2021289059	ABHISEK NANDA	Abhisek. N
60	2021289060	ASHUTOSH NAYAK	Ashutosh Nayak
61	2021289061	NIKITA MOHANTY	Nikita Mohanty
62	2021289062	RISHITA PRIYADARSHINI SAHOO	Rishita P. Sahoo
63	2021289063	SUBHENDU SAHU	Subhendu Sahu
64	2121289045	ASHIS KUMAR MOHANTY	Ashis Kum
65	2121289046	BABLU KUMAR SINGH	B.K. SINGH
66	2121289047	DIBYA DARSAN	Dibya D.

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67	2121289048	RAHUL RANJAN	Rahul Ranjan
68	2121289049	DEEPAK KUMAR SINGH	D. K Singh
69	2121289050	KUNDAN MAHATO	Kundan Mahato
70	2121289051	PREETISH GAUTAM DEHURY	Preetish G. Dehury
71	2121289052	BISWAJIT DAS	Biswajit Das
72	2121289053	SUSHIL KUMAR SWAIN	SUSHIL KUMAR SWAIN
73	2121289054	VARUN KUMAR	Varun Kumar
74	2121289055	KAMALAKANTA SAMAL	Kamalakanta Samal
75	2121289056	SASWAT KHATAI	Saswat Khatai
76	2121289057	SUNIL KUMAR MUNDA	Sunil Kumar Munda

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Trident Academy of Technology
Bhubaneswar-751024

Attendance Sheet (08.11.2022)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(ELECTRICAL ENGINEERING)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289280	AMIT NAYAK	A. Nayak
2	1901289281	ANSUMAN PANDA	Ansuman Panda
3	1901289282	DEEPAK KUMAR SINGH	Deepak Kumar Singh
4	1901289283	JUVIN JASHWANT SUNDARAY	Juvin Jashwant Sundaray
5	1901289284	LIPUN CHOUDHURY	Lipun Choudhury
6	1901289285	RAKESH SATAPATHY	Rakesh Satapathy
7	1901289286	SIBAPRASADA BEHERA	SIBAPRASADA BEHERA
8	1901289287	SURAJ KUMAR HOTA	Suraj Kumar Hota
9	2021289052	NUTAN PRASAD NAYAK	Nutan Prasad Nayak
10	2021289053	SIDHARTH RAJ	Sidharth Raj
11	2021289054	BISHAL RAY	B Ray
12	2021289055	MANJEET ROSHAN PRADHAN	Manjeet Roshan Pradhan
13	2121289029	AMRUT ANUBHAV DAS	Amrut Anubhav Das
14	2121289030	ANKITA PANDA	Ankita Panda
15	2121289031	ATANU SABYASACHI SAMANTA	Atanu Sabyasachi Samanta
16	2121289032	CHINMAY KUMAR NAYAK	Chinmay Kumar Nayak
17	2121289033	HARAPRIYA PRUSTY	H. Prusty
18	2121289034	JYOSHNAMAYEE SUNA	Jyoshnamayee Suna
19	2121289035	SANTANU DAS	
20	2121289036	SUBHAMJYOTI BISWAL	S. Biswal

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Principal
Trident Academy of Technology
Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 04.11.2021

This is for the Information to all the B.Tech,MBA & MCA Students that the College is going to Conduct Training Programme on GATE, CAT/MAT/XAT and various Competitive Examinations from 8th November to 8th December 2021 for sensitizing the students for better career opportunity.

It is compulsory for all the students to attend the training Programme at Auditorium (Block-5) as per given schedule.

Sl No	Department	Time
1	B. Tech	4.00PM to 5.30 PM (Monday to Friday)
2	MBA & MCA	5:30 PM to 6:30 PM (Monday to Friday)

Principal

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Trident Academy of Technology
Bhubaneswar-751024

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Trident Academy of Technology
Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Dr. Sidharth Mohapatra**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE	**08.11.2021**

On 8th November to 8th December ,2021, Trident Academy of Technology conducted a Career counselling Programme at the Auditorium (Block-5) by **Dr. Sidharth Mohapatra** . The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The 5th-semester B.Tech students attended from 4 PM to 5:30 PM, and MBA and MCA students joined the final session from 5.30 PM to 6:30 PM. Attendance was mandatory to enhance students' employ ability skills and preparation for job.



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Attendance Sheet (08.11.2021)
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289391	ABHINASH JENA	A Jena
2	1901289392	AMIT GHOSHAL	Amit Ghoshal
3	1901289393	ASWINI KUMAR SAHU	Aswini. K. Sahu.
4	1901289394	BIKASH JHANKAR	Bikas Jhankar
5	1901289395	HARSH PASWAN	Harsh Paswan
6	1901289396	KRISHNA KANTA MURMU	Krishna Kanta murmu
7	1901289397	MANMOHAN MAHANTA	Manmohan Mahanta
8	1901289398	MD. SAHIL	MD. Sahil
9	1901289399	PRABHUPRABINA SWAIN	Prabhuprabina swain
10	1901289400	PRABIN KUMAR BISOYI	Prabin kumar Bisoyi
11	1901289401	RAJESH KUMAR PRADHAN	Rajesh K. Pradhan
12	1901289402	RAJESH KUMAR SAMAL	R.K. Samal
13	1901289403	RASHMI RANJAN DAS	R.R. Das
14	1901289404	SANGRAM PRADHAN	SANGRAM PRADHAN
15	1901289405	UTKARSH	Utkarsh
16	2021289066	ABHISHEK RAY	Abhishek Ray
17	2021289067	AYUSH HALI	AYUSH Hali
18	2021289068	BALARAM SWAIN	B. Swain
19	2021289069	LAXMINARAYAN SWAIN	Laxminarayan Swain
20	2021289070	MANISH KUMAR NAYAK	Manish Kumar Nayak
21	2021289071	SANKET ACHARYA	Sanket Acharya
22	2021289072	SOURESH CHATTERJEE	Souresh Chatterjee
23	2021289073	ABHISEK MOHANTY	Abhisek Mohanty
24	2021289074	BRUNDABAN DALEI	Brundaban Dalei
25	2021289075	DINESH SHARMA	Dinesh Sharma
26	2021289076	DURGA PRASAD BHAL	D. P. Bhal
27	2021289077	PRATYUSH KUMAR MOHANTY	P.K. Mohanty
28	2021289078	SAGAR KUMAR YADAV	Sagar. K. Yadav
29	2021289079	SWASTIK PRUSTY	Swastik Prusty

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Attendance Sheet (09.11.2021)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Civil Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289008	A ROHAN KUMAR SUBUDHI	A ROHAN
2	1901289009	A SOHAN KUMAR SUBUDHI	Sohan kumar subudhi
3	1901289010	AJAY PRATAP SINGH	Ajay Singh
4	1901289011	ANKIT ROUT	ANKIT ROUT
5	1901289012	ARVIND KUMAR	ARVIND KUMAR
6	1901289013	BHESAJ KUMAR SAHU	Bhesaj Sahu
7	1901289014	JANGYA PRAKASINI ROUT	Jangya Rout
8	1901289015	KALINGAKETAN JENA	Kalingaketan Jena
9	1901289016	KRISHNA KUMAR SINGH	Krishna kumar
10	1901289017	NIKHIL KUMAR PRAMANIK	Nikhil kumar
11	1901289018	NISHITA PANDA	Nishita Panda
12	1901289019	NITISH KUMAR MOHANTY	Nitish Kumar Mohanty
13	1901289020	PUJAMAYEE PARIDA	Pujamayee Parida
14	1901289021	SAHIL BALASAMANTA	Sahil Balasamanta
15	1901289022	SHATABDI MOHANTY	Shatabdi Mohanty
16	1901289023	SRITAM DEHURY	Sritam Dehury
17	1901289024	SUBHAM NANDA	Subham Nanda
18	1901289025	SUDAN SINGH	Sudan Singh
19	1901289026	SWAPNAM SOURAV DALAI	Swapnam
20	1901289027	SASWATI SWAIN	Saswati Swain
21	2021289001	ABHISEKH PAL	Abhisekh Pal
22	2021289002	AMRUTA DASH	Amruta Dash
23	2021289003	JYOTI ADITYA SAHU	Jyoti Sahu
24	2021289004	M R SUBHANGI	M.R Subhangi
25	2021289005	MANISHA NAIK	MANISHA NAIK
26	2021289006	MOHAN SHARMA	Mohan Sharma
27	2021289007	NISHANT SWAIN	Nishant
28	2021289008	PAYAL NAG	Payal Nag
29	2021289009	RITIK ROSHON BEURA	Ritik Roshon Beura
30	2021289010	SUBHAM DEBNATH	Subham Debnath

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31	2021289011	SUPRIYA KUMAR RATH	Supriya Ku Rath
32	2021289012	AVINASH PRADHAN	Avinash Pradhan
33	2021289013	BHAGIRATHI JAYSINGH	Bhagirathi Jaysingh
34	2021289014	DHIRAJ KUMAR PRADHAN	Dhiraj Ku. Pradhan
35	2021289015	PRAGATI BEHERA	Pragati Behera
36	2021289016	PRERANA BEHERA	Prerana behera
37	2021289017	SITIBARNA SABUT	SitiBarna
38	2021289018	SUSMITA PATI	Sumita Pati
39	2121289019	ABHIJIT DAS	Abhijit Das
40	2121289020	ARPITA PRIYADARSHINI	Arpita
41	2121289021	BIBEK KUMAR JAGDEV	Bibek Jagdev
42	2121289022	BIBEKANANDA GADANAYAK	Bibekananda
43	2121289023	PRITISHNA BISWAL	Pritishna Biswal
44	2121289024	PRIYABRATA PADHI	Priyabrata Padhi
45	2121289025	SRIRAM ABHISHEK	Sriram Abhishek
46	2121289026	SUBHALAXMI SAHOO	subhalaxmi sahoo
47	2121289027	ABHISHEK PARIJA	Abhishek Parija
48	2121289028	ABINASH SAMAL	Abinash Samal

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Attendance Sheet (10.11.2021)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Computer Application

Sl. No.	REGD NO	NAME	SIGNATURE
4	1925289048	SAUMYA SHREE SHEPHALIKA	SAUMYASHREESHEPHALIKA
5	1925289049	SHUBHASMITA BEHERA	Shubhasmita Behera
6	1925289050	SMITA MANGARAJ	Smita Mangaraj
7	1925289051	SNEHANSU SEKHAR MOHAPATRA	Snehansu Sekhar Mohapatra
8	1925289052	SONALI PRIYADARSHINI NAYAK	Sonali Priyadarshini Nayak
9	1925289053	SRIKANTA PRADHAN	Srikanta Pradhan
10	1925289054	SUPRITI MOHANTY	Supriti Mohanty
11	1925289055	SUPRIYA NANDINI	Supriya Nandini
12	1925289056	SWADESH RANJAN BHUYAN	SWADESH RANJAN BHUYAN
13	1925289057	SWOYANSU SAHOO	Swoyansu Sahoo
14	1925289001	ABHISHEK PANI	Abhishek Pani
15	1925289002	ALPANARANI BEHURA	Alpanarani Behura
16	1925289003	AMIT KUMAR PRAHARAJ	Amit Kumar Praharaj
17	1925289004	AMLAN MISHRA	AMLAN MISHRA
18	1925289005	ANWESHA PANIGRAHI	Anwesha Panigrahi
19	1925289006	BHAGYASHREE LENKA	Bhagyashree Lenka
20	1925289007	CHINMAYA MOHANTY	Chinmaya Mohanty
21	1925289008	CHINMYEE SETHI	Chinmyee Sethi
22	1925289010	JAGADANANDA PATTANAYAK	Jagananda Pattanayak
23	1925289011	JYOTI PRADHAN	JYOTI PRADHAN.
24	1925289012	KESHAB KUMAR SAHOO	Keshab Kumar Sahoo
25	1925289013	KHAGESWAR SAHOO	Khageswar Sahoo
26	1925289014	KIRAN JYOTI MOHAPATRA	Kiran Jyoti Mohapatra
27	1925289015	KRISHNA SENAPATI	Krishna Senapati
28	1925289016	MADHUMALA NAYAK	MADHUMALA NAYAK
29	1925289017	MAHESH RANJAN KAR	Mahesh Ranjan Kar
30	1925289018	MAYURI ROUT	Mayuri Rout
31	1925289019	MONALISA PANDA	Monalisa Panda
32	1925289020	MONALISA SATPATHY	Monalisa Satpathy
33	1925289021	NITIN MUKESH	NITIN MUKESH
34	1925289022	OMKARNATH PADHY	Omkarnath Padhy
35	1925289023	PAYAL SUKLA	Payal Sukla
36	1925289024	PIKUN DAS	Pikun Das
37	1925289025	PUJA MISHRA	Puja Mishra
38	1925289026	RAHUL PRADHAN	Rahul Pradhan
39	1925289027	RAJALAXMI SAHOO	Rajalaxmi Sahoo
40	1925289028	RAKESH PARIDA	RAKESH PARIDA
41	1925289029	SANGHAMITRA RAY	Sanghamitra Ray
42	1925289030	SANJEETA MUNDA	Sanjeeta Munda
43	1925289031	SATYADARSHAN PANDA	Satyadarshan Panda
44	1925289032	SMRUTIRANJAN PANDA	Smruti Ranjan Panda
45	1925289033	SOUMYA RANJAN MOHAPATRA	Soumya Ranjan Mohapatra
46	1925289034	SRADHA SUMAN DASH	SRADHA SUMAN DASH

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47	1925289035	SUBHAM BEBORTA	Subham Beborta
48	1925289036	SUBRAT MOHANTY	Subrat Mohanty
49	1925289038	SUMAN KUMAR DAS	Suman Kumar Das
50	1925289039	SURAJ PATTNAIK	Suraj pattnaik
51	1925289040	SUVAM SUVAJIT BARIK	Suvam Suvajit Barik
52	1925289041	SWAPNARANI NAYAK	Swapnarani Nayak
53	1925289042	SWATI MISHRA	Swati Mishra
54	1925289043	UJALINI NATH	Ujalini NATH
55	1925289044	UJJAL KUMAR LENKA	Ujjal Kumar Lenka

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Attendance Sheet (11.11.2021)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Bio-Technology Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289001	CAMELLIA GHOSH	C. Ghosh
2	1901289002	KAJOL BEHERA	Kajol Behera
3	1901289003	NIKHIL PRADHAN	N. Pradhan
4	1901289004	RITUPARNA NAYAK	Rituparna Nayak
5	1901289005	RIYA SHARMA	Riya Sharma
6	1901289006	SHRUTI PRAGYAN TRIPATHY	S.P. Tripathy
7	1901289007	SIDDHARTH DAS	Siddharth Das

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Attendance Sheet (12.11.2021)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science & Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289211	ABHIJEET SAHOO	A.
2	1901289212	ABHILIPSA PARIDA	Abhilipsa Parida
3	1901289213	ABHISHEK PADHI	Abhishek Padhi
4	1901289214	AKASH SWAIN	Akash Swain
5	1901289215	AMRIT PANIGRAHY	Amrit Panigrahy
6	1901289216	AMRITA MANDAL	Amrita Mandal
7	1901289217	ANANYA BAL	Ananya Bal
8	1901289218	ANIKET NAYAK	Aniket Nayak
9	1901289219	ANIL KUMAR BEHERA	Anil Kumar Behera
10	1901289220	ANISHA MOHANTY	Anisha Mohanty
11	1901289221	ANJALI KISAN	Anjali Kisan
12	1901289223	ARPITA DASH	Arpita Dash
13	1901289224	ASHISH RANJAN PRADHAN	Ashish Ranjan Pradhan
14	1901289225	ASHISH SENAPATI	Ashish Senapati
15	1901289226	BALARAM SAHOO	Balaram Sahoo
16	1901289227	BARSHARANI MOHANTY	Barsharani Mohanty
17	1901289228	BIKASH RANJAN NAYAK	Bikash Ranja Nayak
18	1901289229	BINAYA KUMAR MOHANTY	Binaya kumar Mohanty
19	1901289230	CHINMAY KUMAR PANDA	Chinmay kumar Panda
20	1901289231	DIBYAJYOTI SAHOO	Dibyajyoti Sahoo
21	1901289232	DIPANKAR DUTTA	Dipankar Dutta
22	1901289233	HARA PRASAD PATRA	Hara Prasad Patra
23	1901289234	HAREKRUSHNA SAHOO	Harekrushna Sahoo
24	1901289235	HIMANSHUSHEKHAR SWAIN	Himanshushekhar Swain
25	1901289236	JYOTI PRAKASH PATRA	Jyoti Prakash Patra
26	1901289237	JYOTIPRAKASH JENA	Jyotiprakash Jena
27	1901289238	KAPURAMANI SOREN	Kapuramani Soren
28	1901289240	LOPAMUDRA PRADHAN	Lopamudra Pradhan
29	1901289241	M. SAI SIMRON	M. Sai Simron
30	1901289242	MAHESH BEHERA	M.
31	1901289243	MONALISHA BHUYAN	Monalisha Bhuyan
32	1901289244	MUKESH KUMAR MAHARANA	Mukesh Ku. Maharana
33	1901289245	NIKHIL KUMAR RAY	Nikhil Kumar Ray
34	1901289246	OMPRAKASH SAHOO	Omprakash Sahoo
35	1901289247	PRAGYAN PRAVA SWAIN	Pragyan Prava Swain
36	1901289248	PRASUN MUKHERJEE	Prasun Mukherjee
37	1901289249	RAJAT KUMAR DWARI	Rajat Kumar Dwari
38	1901289250	RANJIT KUMAR PATRA	

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Attendance Sheet (13.11.2021)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289288	ABHIJEET SAHOO	
2	1901289289	ABHISEK NANDA	
3	1901289290	ABINASH ROUTRAY	
4	1901289291	ADITYA NARAYAN DHAR	
5	1901289292	AMIT SINGH	
6	1901289293	ANANYA MOHAPATRA	
7	1901289294	ANIL KUMAR MALLICK	
8	1901289295	ANKITA PATI	
9	1901289296	ANKITA PRIYADARSHANI	
10	1901289297	ANURAG PRADHAN	
11	1901289298	BIBECHITA SAHOO	
12	1901289299	BISWAJEET JENA	
13	1901289300	CHINMAYEE DUTTA	
14	1901289301	DEBABRATA SI	
15	1901289302	DEBASHIS NAYAK	
16	1901289303	DEBASMITA DEY	
17	1901289304	DIBYA PRAKASH PANDA	
18	1901289305	GOURAB SAHU	
19	1901289306	HARAPRASAD RATH	
20	1901289307	IPSITA PANDA	
21	1901289308	KRISHNA SATPATHY	
22	1901289309	KUMAR PRALAYA RANJAN	
23	1901289310	MANOJ KUMAR ROUT	
24	1901289311	MANORANJAN MAJHEE	
25	1901289312	MANORANJAN MALLICK	
26	1901289313	MD ZAFFAR AHMAD	
27	1901289314	MILLAN KUMAR KHILAR	
28	1901289315	NIJHUM ACHARYA	
29	1901289316	NIKHIL KUMAR	
30	1901289317	PADMAJA DORA	
31	1901289318	PRABHANJAN SAHU	

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32	1901289319	PRAGNYA MISHRA	
33	1901289320	PRATIK ANAND	
34	1901289321	PRIYANKA PRAHARAJ	
35	1901289322	PRIYANSHU DAS	

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Trident Academy of Technology
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Attendance Sheet (14.11.2021)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1901289028	ABHIJIT NANDA	Abhijit Nanda
2	1901289029	ABHILASH MOHANTY	Abhilasha Mohanty
3	1901289030	ABHINAV GUPTA	Abhinav Gupta
4	1901289031	ABHISEK AICH	Abhisek
5	1901289032	ABHISHEK KUMAR	Abhishek Kumar
6	1901289033	ACHYUTA PRASAD LENKA	Achyuta Prasad Lenka
7	1901289034	ACOSMICA MISHRA	ACOSMICA MISHRA
8	1901289035	ADARSH KUMAR	Adarsh
9	1901289036	ADITI MISHRA	Aditi Mishra
10	1901289037	ADITYA RAJ	Aditya Raj
11	1901289038	ADYASHA TRIPATHY	Adyasha Tripathy
12	1901289039	AKASH KUMAR PRADHAN	Akash Kumar Pradhan
13	1901289040	AKASH KUMAR SAHOO	Akash Kumar Sahoo
14	1901289041	AKASH KUMAR SINGH	AKASH KUMAR SINGH
15	1901289042	ALAKANANDA SAHOO	Alakananda Sahoo
16	1901289043	ALKA MAHARATHA	Alka Maharatha
17	1901289044	AMAN KUMAR	Aman Kumar
18	1901289045	AMISHA DASH	Amisha Dash
19	1901289046	AMIT KUMAR DASH	Amit Kumar Dash
20	1901289047	AMIYA GHADEI	Amiya Ghadei
21	1901289048	AMLIKA ROUTRAY	Amlika Routray
22	1901289049	AMRITSAI MOHARANA	Amritsai Mohar
23	1901289050	ANGELINA MAHARANA	Angelina Maharana
24	1901289051	ANIL KUMAR SINGH	Anil Kumar Singh
25	1901289052	ANIMESH PATTNAIK	Animesh Pattnaik
26	1901289053	ANKIT SINHA	Ankit Sinha
27	1901289054	ANKITA DASH	Ankita Dash
28	1901289055	ANKITA NAYAK	Ankita Nayak
29	1901289056	ANKUR JAYASINGH	Ankur Jayasingh
30	1901289057	ANTARYAMI MOHARANA	Antaryami Moharana
31	1901289058	ANUBHABI DAS	Anubhabi DAS

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32	1901289059	ANURAG MISHRA	Anurag Mishra
33	1901289060	ANURAG SATAPATHY	ANURAG SATAPATHY
34	1901289061	ARGHADIP DAS	Arghadip Das
35	1901289062	ARPITA NAYAK	Arpita Nayak
36	1901289063	ARYA ABINASH	Arya Abinash
37	1901289064	ASHUTOSH BEHERA	Ashutosh Behera
38	1901289065	ASHUTOSH MOHAPATRA	Ashutosh Mohapatra
39	1901289066	ASHUTOSH ROUTARAY	Ashutosh Routa
40	1901289067	ASIM GOPE	Asim Gope
41	1901289068	ASUTOSH BARAL	Asutosh Baral
42	1901289069	ASUTOSH SAHOO	Asutosh Sahoo
43	1901289070	AVIRUP DE	Avirup De
44	1901289071	AYASKANTA PARIDA	Ayeskanta Parida
45	1901289072	AYESHA FIRDUSH	Ayesha Firdush
46	1901289073	AYESHKANT MALLICK	Ayushkant Mallick
47	1901289074	AYUSH MAHAPATRA	Ayush Mahapatra
48	1901289075	AYUSI MISHRA	Ayusi Mishra
49	1901289076	BADAL KUMAR BEHERA	Badal Ku Behera
50	1901289077	BANSHITA MISHRA	Banshita Mishra
51	1901289078	BARSHA RANI NAYAK	Barsha Rani Nayak
52	1901289079	BASUNDHARA MOHANTY	Basundhara mohanty
53	1901289080	BHANU PRATAP DAS	Bhanu pratap Das
54	1901289081	BINAYAK MISHRA	Binayak Mishra
55	1901289082	BISHAL GHOSH	Bishal Ghosh
56	1901289083	BISWAJIT PRADHAN	Biswajit pradhan
57	1901289084	CHIDANANDA PARIDA	chidananda parida
58	1901289085	CHINMAYA NAYAK	chinmaya nayak
59	1901289086	CHINMAYA SATPATHY	chinmaya Satpathy
60	1901289087	CHINMAYEE PANI	Chinmayee PANI
61	1901289088	DEBA JYOTI PILA	Deba Jyoti Pila
62	1901289089	DEBABRATA PATI	Debabrata Pati
63	1901289090	DEBADUTTA DEY	Debdutta Dey
64	1901289091	DEBADUTTA PRADHAN	Debadutta Pradhan
65	1901289092	DEBASHISH MAHATO	Debashish Mahato
66	1901289093	DEBIPRASANNA PATTANAIK	Debiprasanna Pattanaik
67	1901289094	DEEPANKAR MALI	Deepankar Mali

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68	1901289095	DHARASHREE PATTANAYAK	Dharashree Pattanayak
69	1901289096	DHARITRI DAS	Dharitri Das
70	1901289097	DIBYA JYOTI PATRA	Dibya Jyoti Patra
71	1901289098	DIBYAJIT PANDA	Dibyajit Panda
72	1901289099	DIBYAJYOTI PARIDA	Dibyajyoti Parida
73	1901289100	DIBYENDU KAR	Dibendu kar
74	1901289101	GARIMA SINGH	Garima Singh
75	1901289102	GURUDUTTA BARAL	Gurudatta Baral
76	1901289103	GYANESH KUMAR BEHERA	Gyanesh Kumar
77	1901289104	HARDHIK MAHARANA	Hardhik Maharana
78	1901289105	HIMANSHU HOTA	Himanshu Hota
79	1901289106	HIMANSHU KESHRI	Himash Kesh
80	1901289107	HITANSHU JENA	Hitanshu Jena
81	1901289108	JANHABI SWAIN	Janhabi Swain
82	1901289109	JYOTI BIKASH PAUL	Jyoti Kashpaul
83	1901289110	JYOTI RANJAN OJHA	Jyoti Ranjan Ojha
84	1901289111	JYOTIRMAYA NAYAK	Jyotirmaya Nayak
85	1901289112	JYOTIRMAYEE DASH	Jyotirmayee Dash
86	1901289113	KAMAL NAYAN SWAIN	Kamal Swain
87	1901289114	KIRAN KUMAR BAL	Kiran Kumar Bal
88	1901289115	KSHAMA ANURAG LENKA	Kshama Anurag Lenka
89	1901289116	KUMAR AKASH	kumar akash
90	1901289117	LAKSHMAN KUMAR	Lakshman Kumar
91	1901289118	MAHESH KUMAR DAS	mahesh kumar Das
92	1901289119	MD AAMIR ALAM	Md Aamir Alam
93	1901289120	MD. SAJID ALI	MD Sajid Ali
94	1901289121	MONALI MONALISHA SAHOO	Monali Monalisha Sahoo
95	1901289122	MONALISA BOITAI	Monalisha Boitai
96	1901289123	MOUSUMI MOHAPATRA	Mousumi Mohapatra
97	1901289124	NAGENDRA KUMAR MEHER	Nagendra Meher
98	1901289125	NAINALI NANDA	Nainali
99	1901289126	OM PRAKASH SAMAL	Om Prakash Samal
100	1901289127	PABITRA BEHERA	Pabitra Behera
101	1901289128	PADMINI PRIYADARSINI MISHRA	Padmini Priya. Mishra
102	1901289129	POOJA PAUL	POOJA PAUL
103	1901289130	PRAKASH CHANDRA SINGH	Prakash Chandra Singh

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104	1901289131	PRALAYA KUMAR SWAIN	Pralaya Ku. Swain
105	1901289132	PRANAY RAJ	PRANAY RAJ
106	1901289133	PRATIGNYA PRODAR	Pratignya Prodar
107	1901289134	PRATIK JENA	P. JENA
108	1901289135	PRATIK KUMAR	Pratik Kumar
109	1901289136	PRATIK SAHU	PRATIK SAHU
110	1901289137	PRATIKSHYA GOCHHAYAT	Pratiksha Gochhayat
111	1901289138	PRATYUSH MOHANTY	Pratyush Mohanty
112	1901289139	PRINCE KUMAR RAY	Prince Kumar Ray
113	1901289140	PRITISHA DAS	Pritisha Dash
114	1901289141	PRIYABRATA JENA	Priyabrata jena
115	1901289142	RAHUL ROUTRAY	Rahul Routray
116	1901289143	RAJAT RAJ	Rajat Raj
117	1901289144	RAJESH MISHRA	Rajesh Mishra
118	1901289145	RAJSUKH MOHANTY	Rajsukh Mohanty
119	1901289146	RIDHIMA RANJINI	Ridhima Ranjini
120	1901289147	RISHAB RATH	Rishab Rath
121	1901289148	RITIK KUMAR SAHOO	RITIK KUMAR SAHOO
122	1901289149	RUDRAKSH SHARMA	Rudraksh Sharma
123	1901289150	SAGAR PATTANAIK	SAGAR PATTANAIK
124	1901289151	SAI ANWESHA JENA	Sai Anwesha Jena
125	1901289152	SAI SATISH PILLA	Sai Satish Pilla
126	1901289153	SAMBIT BEHERA	Sambit Behera
127	1901289154	SAMBIT KUMAR NAYAK	Sambit kumar Nayak
128	1901289155	SAMIKHYA MISHRA	Samikhya Mishra
129	1901289156	SANTOSH KUMAR DALAI	Santosh Dalai
130	1901289157	SARMISTHA DAS	Sarmistha Nayak
131	1901289158	SATAYAJIT RAY	Satayajit Ray
132	1901289159	SATYA PRAKASH MOHANTY	Satya Prakash Mohanty
133	1901289160	SATYAM RAJ	SATYAM RAJ
134	1901289161	SHABAZ ALI	Shabaz Ali
135	1901289162	SHAIKH ZEESHAN HUSSAIN	shaikh Zeeshan hussain
136	1901289163	SHIV KUMAR MALLIK	Shiv ku. Mallik
137	1901289164	SHOBHAN KUMAR GOUR	SHOBHAN KU. GOUR
138	1901289165	SHRADHA SUMAN	Shradha Suman
139	1901289166	SHREYA JENA	SHREYA JENA

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140	1901289167	SHREYASHEE MALLICK	Shreyashee Mallick
141	1901289168	SHUVAM DASH	Shuvam Dash
142	1901289169	SHWETA SHRIYA	Shweta Shriya
143	1901289170	SMRUTISIKHA PANDA	Smruti panda
144	1901289171	SOMYA RANJAN ACHARYA	Somya Ranjan Ach
145	1901289172	SOUBHAGYARANJAN ROUTRAY	Soubhagyaranjan Routray
146	1901289173	SOUMYA PRIYADARSHINI	Soumya Priyadarshini
147	1901289174	SOUMYA RANJAN SAMAL	Soumya Ranjan Samal
148	1901289175	SOUMYA RUP SHEE	Soumya Rup Shee
149	1901289176	SOURAV GOUDA	Sourav
150	1901289177	SOURAV KUMAR DASH	Sourav kumar dash
151	1901289178	SOURAV KUMAR PATRA	Sourav kumar Patra
152	1901289179	SOURAV KUMAR SAHOO	Sourav ku. Sahoo
153	1901289180	SOURJYA SWARUP SAHOO	Sourjya Swarup
154	1901289181	SRADHASIS JETHY	Sradhasis Jethy
155	1901289182	SRIKANTA PARIDA	Srikanta Parida
156	1901289183	STHITIPRAGYAN NAYAK	Sthitipragyan Nayak
157	1901289184	SUBHADIP RANA	Subhadip Rana
158	1901289185	SUBHAKANTA SATAPATHY	Subhakanta Sathpathy
159	1901289186	SUBHAM SWAPNENDU JENA	Subham Swapnendu
160	1901289187	SUBHASHREE MALLICK	Subhashree Mallick
161	1901289188	SUBHRAJYOTI SAHOO	Subhrajyoti Sahoo
162	1901289189	SUDHIR KUMAR	SUDHIR KUMAR
163	1901289190	SUMAN PANDA	SUMAN Panda
164	1901289191	SUMIT TIWARI	Sumit Tiwari
165	1901289192	SUSHIL KUMAR GOUDA	Sushil Kumar Gouda
166	1901289193	SUSHREE SUBHASHREE MOHAPATRA	Sushree Subhashree Mo
167	1901289194	SWARUP KUMAR SAHOO	SWARUP KU. SAHOO
168	1901289195	SWAYANSU SATYAPRANGYA DAS	Swayam Satyap
169	1901289196	TANIYA ASGAR	Taniya Asgar
170	1901289197	TANMAY RANJAN NAYAK	Tanmay
171	1901289198	TANUSHREE DEY	Tanushree Dey
172	1901289199	TUNISHA CHOUDHARY	Tunisha Choudhary
173	1901289200	VIVEKANANDA NAYAK	Vivekanda
174	1901289201	YASH DIVYANSHU	Yash Divyanshu
175	1901289202	ADITI MISHRA	Aditi Mishra

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176	1901289203	ARJIT KUMAR DAS	Arjit Dast
177	1901289204	BANITA DAS	Banita Das
178	1901289205	IPSITA PRIYADARSHINI JENA	Ipsita Jena
179	1901289206	PIYUSH KUMAR PRUSTY	Piyush Kumar Prusty
180	1901289207	SAGAR MOHANTY	Sagar Mohanty
181	1901289208	SANJANA MOHAPATRA	Sanjana Mohapatra
182	1901289209	SOUMYA RANJAN BEHERA	Soumya Ranjan Behera
183	1901289210	TARUN KUMAR SAHOO	Tarun Kumar Sahoo

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 13.11.2020

This is for the Information to all the B.Tech,MBA & MCA Students that the College is going to Conduct Training Programme on GATE, CAT/MAT/XAT and various Competitive Examinations from 17th November to 18th December 2020 for sensitizing the students for better career opportunity.

It is compulsory for all the students to attend the training Programme at Auditorium (Block-5) as per given schedule.

Sl No	Department	Time
1	B. Tech	4.00PM to 5.30 PM (Monday to Friday)
2	MBA & MCA	5:30 PM to 6:30 PM (Monday to Friday)

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Dr. B K Nanda**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE	**17.11.2020**

On17th November to 18thDecember ,2020, Trident Academy of Technology conducted a Career counselling Programme at the Auditorium (Block-5) by **Dr.B K Nanda**. The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The 5th-semester B.Tech students attended from 4 PM to 5:30 PM, and MBA and MCA students joined the final session from 5.30 PM to 6:30 PM. Attendance was mandatory to enhance students' employ ability skills and preparation for job placements.



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Attendance Sheet
TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR
Branch: B.Tech.(Bio-Technology Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289047	ANKITA NANDA	Ankita
2	1801289062	ARPIT PANDEY	ARPIT Pandey
3	1801289063	ARPITA NAYAK	ARPITA Nayak
4	1801289064	ARPITA SHUKLA	Arpita
5	1801289135	HEENA DEY	Heena
6	1801289180	MOHAMMED ANAS	Mohammed Anas
7	1801289228	RAJANIKANTA ACHARYA	Rajanikanta
8	1801289258	SANGEETA PRADHAN	Sangeeta
9	1801289321	SUBHRANKITA MISHRA	Subhrankita
10	1801289360	UPASANA MAHATO	Upasana Mahato

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Attendance Sheet (17.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch-Master of Computer Application

Sr.No.	REGNO	NAME	Signature
1	1805289002	BISWA BHARATI ROUT	Biswa Bharati Rout
2	1805289003	AMBIT KAR	AMBIT KAR
3	1805289004	HITESH KUMAR MANIK	Hitesh kumar Manik
4	1805289005	BAISHAKHI MAHARANA	Baishakhi Maharana
5	1805289006	BISHAL BARAN SWAIN	Bishal Baran Swain
6	1805289007	CHOUDHURY P S SMITENDU	choudhury PS.
7	1805289008	KARISMA SWAIN	Karisma Swain
8	1805289009	DIPTI RANJAN BISWAL	Dipti Ranjan Biswal
9	1805289010	ITISHREE MOHAPATRA	Itishree Mohapatra
10	1805289011	KUMAR PRIYADARSI	Kumar Priyadarsi
11	1805289012	ANISH KUMAR SAHOO	Anish Kumar Sahoo
12	1805289013	JIMUTA BARAN SAHOO	Jimuta Baran Sahoo
13	1805289014	NYAYAPATI MANASI	Nayapati Manasi
14	1805289015	AMLAN NACHIKETA MISHRA	Amlan Nachiketa Mishra
15	1805289016	ASUTOSHA PANIGRAHI	Ashutosh Panigrahi
16	1805289017	AISWARYA RAY	AISWARYA RAY
17	1805289019	ASHRUMOCHAN DASH	Ashrumochan Dash
18	1805289020	BRUNDABATI PANIGRAHY	Brundabati Panigrahy
19	1805289021	DEBAKANTA PANDA	Debakanta Panda
20	1805289022	GAYATRI SAHOO	Gayatri Sahoo
21	1805289023	GYANA RANJAN BEHERA	Gyana Ranjan Behera
22	1805289024	GYANA RANJAN SAHOO	Gyana Ranjan Sahoo
23	1805289025	JAGANNATH NAYAK	Jagannath Nayak
24	1805289026	KASNA BATUL	Kasna Batul
25	1805289027	MANORANJAN SAHOO	Manoranjan Sahoo
26	1805289028	MUKESH PATEL	MUKESH PATEL
27	1805289029	PUJARANI MOHANTY	Pujarani Mohanty
28	1805289030	PUSPA PRIYADARSHINI ROUT	Puspa Rout
29	1805289031	SAMBIT PATTANAYAK	Sambit Pattanayak
30	1805289032	SANTOSH KUMAR PARIDA	Santosh Kumar Parida
31	1805289033	SUBHASHREE PRIYADARSINI SAHOO	Subhashree S. Sahoo
32	1805289034	SUBHASHREE SUBHASMITA PATRA	Subhashree Subhasmita Patra
33	1805289035	SUNIL KUMAR SAMAL	Sunil Kumar Samal
34	1805289036	SUNITA PARIDA	Sunita Parida
35	1805289037	UJWAL KUMAR SAHOO	Ujwal Kumar Sahoo
36	1825289001	ABHIMANYU PATRA	Abhimanyu Patra
37	1825289002	AMARJYOTI PRADHAN	Amarjyoti Pradhan
38	1825289003	AMIT ANUPAM BIHARI	Amit Anupam Bihari
39	1825289004	ANKITA PRIYADARSHANI MOHANTY	Ankita P. Mohanty
40	1825289006	ASIS MANTRI	Asis Mantri

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41	1825289007	AVISHEK SATAPATHY	Avisek Satpathy
42	1825289008	BIDYADHAR NAYAK	Bidyadhar Nayak
43	1825289009	DEEPAK KUMAR NAIK	Deepak Kumar Naik
44	1825289010	DEEPSIKHA DAS	Deepsikha Das
45	1825289011	HIMADRI DAS	Himadri Das
46	1825289012	IVA BOSE	Iva Bose
47	1825289013	LOKANATHA SAMANTA	Lokanatha Samanta
48	1825289014	NAMITA MALA	Namita Mala
49	1825289015	PRAGNYA PARAMITA MOHANTY	Pragnya Paramita Mohanty
50	1825289016	PRITI SHASANEE	Priti Shasanee
51	1825289017	PRITISH OJHA	Pritish Ojha
52	1825289018	PRIYANKA PRIYADARSHINI MOHANTY	Priyanka Priyadarshini Mohanty
53	1825289019	PROBODHA GANNAYAK	Probodha Gannayak
54	1825289020	RAHULA MOHANTY	Rahula Mohanty
55	1825289021	RAJIB KISKU	Rajib Kisku
56	1825289022	RAJIT KUMAR RAY	Rajit kumar Ray
57	1825289023	SAHEB KUMAR RAY	Saheb Kumar Ray
58	1825289024	SAMEER PRADHAN	Sameer Pradhan
59	1825289025	SAMEER SAHU	Sameer Sahu
60	1825289026	PRITISH DASH	Pritish Dash

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Trident Academy of Technology
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Attendance Sheet (18.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical & Electronics Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289008	ABHISEK NAYAK	A.Nayak
2	1801289022	AKSHAT SIDHARTH	A. Sidharth
3	1801289024	AMAN AKASH	Aman Akash
4	1801289029	AMARESH SAMANTARAY	Amaresh Samanta
5	1801289065	ARYA KUMAR ANSHUMAN SWAIN	Arya Kumar A S
6	1801289071	ASHUTOSH PRASAD	Ashutosh P
7	1801289081	B SRAVAN KUMAR	B. Sravan Kumar
8	1801289112	DEEPAK KUMAR SAHU	Deepak Sahu
9	1801289136	HINDURAY HEMBROM	H. HEMBROM
10	1801289151	KAIBALYA PANDA	K. Panda
11	1801289158	KUMAR ABHISEK	Kumar Abhisek
12	1801289181	MOHAMMED EHTESHAM	Mohammed Ehtesham
13	1801289244	RUDRA PRASAD NAYAK	R.P. NAYAK
14	1801289283	SHUBHAM KUMAR SINGH	S. Ku. Singh
15	1801289327	SUDIP SAHU	Sudip Sahu
16	1801289332	SUPRAVA PARIDA	Supraava Parida
17	1801289343	SWASTIK SHUVAM SAHU	S. S. Sahu
18	1921289043	HAPPY MANGARAJ	HAPPY MANGARAJ
19	1921289044	PRIYABRATA SETHY	Priyabrata Sethy
20	1921289045	SK ASIF ALI	SK ASIF ALI
21	1921289046	SUBHASHIS DASH	Subhasis Dash
22	1921289047	SUBHASISH MOHAPATRA	Subhasish Mohapatra

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Attendance Sheet (19.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289007	ABHISEK DAS	Das
2	1801289036	AMIYA RANJAN SWAIN	Amiya Ranjan Swain
3	1801289053	ANSUMAN ACHARYA	Ansuman acharya
4	1801289092	BISWA BINIT BEHERA	B.B. behera
5	1801289093	BISWAJIT PATRA	Biswajit Patra
6	1801289094	BISWAJIT PATTANAIK	B. pattanaik
7	1801289214	PRAVANJAN BEHERA	Pravanjan
8	1801289240	RISHAV KUMAR	R. Kumar
9	1801289253	SAI SWAROOP SAHU	Sai Swaroop Sahoo
10	1801289256	SANDEEP KUMAR PRADHAN	Sandeep Ku. Pradhan
11	1801289263	SAROJ ROUTRAY	Saroj routray
12	1921289048	AMAR KUMAR	Amar kumar
13	1921289049	AYUSHMAN PANIGRAHI	Ayushman Panigrahi
14	1921289050	BIBEK SUNDARAY	
15	1921289051	PRIYA RANJAN DWIBEDI	Priya Ranjan Dwibedi
16	1921289052	SANTANU KUMAR SAHOO	Santanu Ku. Sahoo
17	1921289053	SMRITIKISHAN DAS	SMRITIKISHAN DAS
18	1921289054	SOUMYA PRAKASH MISHRA	Soumya Prakash M.
19	1921289055	SOUMYARANJAN PANIGRAHI	SR. Panigrahi
20	1921289056	SOYANSU MOHANTY	Sayansu Mohanty

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Attendance Sheet (20.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: Master of Business Administration

Sl. No.	REGD NO	NAME	SIGNATURE
1	1806289001	ABHINASH NAYAK	Abhinash Nayak
2	1806289002	ABINASH SAMAL	Abinash Samal
3	1806289003	AKHILESH DUBEY	Akhilesh dubey
4	1806289004	ANTARYAMI OJHA	Antaryami Dubey.
5	1806289005	ANWESHA TRIPATHY	Anwesha Tripathy
6	1806289006	ARPITA SARANGI	Arpita Sarangi
7	1806289007	B PARSEYA	B PARSEYA.
8	1806289008	BIKRAM DASH	Bikram Dash
9	1806289009	BISWAJIT BARAL	Biswajit Baral
10	1806289010	BISWAJIT PANDA	Biswajit Panda
11	1806289011	D SANJAY	D Sanjay
12	1806289012	DEBASHISH MOHAPATRA	Debashish Mohapatra
13	1806289013	DEBOJIT BEHERA	Debojit Behera
14	1806289014	DIBYASREE BEHERA	Dibyasree Behera
15	1806289015	DIPANJALI ROUTRAY	Dipanjali Routray
16	1806289016	DIPTIREKHA MOHAPATRA	Diptirekha Mohapatra
17	1806289017	DOLLY SINGH	Dolly Singh
18	1806289018	ETISHREE PARIDA	Etishree Parida
19	1806289019	HEMANTA KUMAR DAS	Hemanta Kumar das
20	1806289020	JAYAPRAKASH PANDA	Jayaprakash Nayak
21	1806289021	KALYANEE PATRA	Kalyanee patra
22	1806289022	KANUNGO JIBANENDU MOHANTY	Kanungo Jibanendu Mohanty
23	1806289023	LIPA RANI PADHY	Lipa rani padhy
24	1806289024	MALAYA KUMAR PARHI	Malaya kumar parhi
25	1806289025	MANASH KUMAR MUNI	Manash kumar muni
26	1806289026	MANISHA MANGARAJ	Manisha MANGARAJ
27	1806289027	MIHIR KUMAR SHAOO	mihir kumar sahoo
28	1806289028	MILAN SAHOO	MILAN SAHOO
29	1806289029	MIRZA ATAUR RAHEMAN BAIG	Mirza Ataur Raheman Baig
30	1806289030	NARMADA NAYAK	Narmada Nayak
31	1806289031	P SANDEEP REDDY	P Sandeep Reddy
32	1806289032	PINKY KUMARI GUPTA	Pinky kumari gupta
33	1806289033	PRABHAT CHANDRA GAUDA	Prabhat Chandra Gauda
34	1806289034	PRASANTA LENKA	Prasanta Lenka
35	1806289035	PRITISHA ROUL	Prasanta Lenka
36	1806289036	PRIYANKA MALLICK	Priyanka Mallick
37	1806289037	PRIYANKA RANI DAS	Priyanka rani das
38	1806289038	RAJA DEV	Rajadev
39	1806289039	SALIN DAS	Salin Das
40	1806289040	SATYAJIT BEURA	Satyajit Beura.
41	1806289041	SHAZIA MAQSOOD	S. Maqsood
42	1806289042	SHREEARPITA DASH	Shreearpita Dash
43	1806289043	SHURFEEN ANJUM	Shurfeen Anjum
44	1806289044	SILSA SAPNIL	SILSA SAPNIL

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45	1806289045	SMITA MISHRA	Smita mishra
46	1806289046	SOMANATH KALET	Somanath Kalet
47	1806289047	SONALI BISWABHARATI	Sonali Biswabharati
48	1806289048	SUHAGBASINI HARICHANDAN	S.harichandan.
49	1806289049	SUKANYA TRIPATHY	Sukanya Tripathy
50	1806289050	SUMAN PRIYADARSINI PARIDA	Suman Priyadarsini Parida
51	1806289051	SUNIL SETHI	Sunil Sethi
52	1806289053	SYED ASHRAF HUSSAIN	Syed Ashraf Hussain
53	1806289054	TWINKLE NAYAK	Twinkle nayak
54	1806289055	SHAKTIRAJ DAS	Shaktiraj Das
55	1906289068	BEDAPRAKASH JENA	Bedaprakash Jena
56	1906289071	BISWAJIT SAHOO	Biswajit Sahoo
57	1906289074	CHIRANJIB SAMANTARAY	Chiranjib Samantaray
58	1906289077	HARISH KUMAR JENA	Harish K. Jena
59	1906289080	JEEBANJYOTI MOHAPATRA	Jeebanjyoti Mohapatra

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Trident Academy of Technology
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Attendance Sheet (21.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289006	ABHINAV ARYAN	Abhinav Aryan
2	1801289023	AKSHITA	Akshita
3	1801289025	AMAN KUMAR SINGH	Aman Kuma. S
4	1801289050	ANKITA ROUT	Ankita Rout
5	1801289054	ANUBHAB PATTANAYAK	Anubhab. P
6	1801289057	APRAJEETA SINGH	A. singh
7	1801289080	B BASUDEB PATRO	B. basudeb P
8	1801289105	DEBAJYOTI DAS	Debajyoti. Das
9	1801289109	DEBJYOTI BISWAL	Debjyoti. Das
10	1801289111	DEEPAK KUMAR NAYAK	Deepak Kuma. N
11	1801289113	DHARANIDHAR SAHOO	Dharanidhar sahoo
12	1801289116	DIBYA RANJAN BEHERA	Dibya Ranjan. B
13	1801289119	DIBYASMITA SWAIN	D. Swain
14	1801289138	IPSITA DASH	ipsita dash
15	1801289143	JAYDEEP GHATUARY	J. Ghatuary
16	1801289168	MANBESH MOHANTY	Manbesh Mohanty
17	1801289169	MANISH BHAGYASAGAR	M. Bhagyasagar
18	1801289176	MINAL KUMARI MUKHI	Minal kumarimukhi
19	1801289184	MRITUNJAY KUMAR PRASAD	Mritunjay K. Prasad
20	1801289188	NIKHIL KUMAR	NIKHIL KUMAR
21	1801289193	NITISH AGRAWAL	Nitish agarwal
22	1801289204	PRADYUMNA KUMAR MOHAPATRA	Pradyumnak
23	1801289229	RAJASHREE PRAHARAJ	Rajashree prahraj
24	1801289232	RAJDEEP RAHA	Rajdeep. R
25	1801289239	RICHA KUMARI	Richa kumari
26	1801289248	S TUSHAR	S. Tushar
27	1801289249	SAGAR PATRA	Sagar. P
28	1801289252	SAI SUBHASHREE	S. Subhashree
29	1801289261	SARBAJEET SINGH	Sarbajeet. Singh
30	1801289279	SHREYA BHARTI	Shreya. B

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31	1801289287	SIDHARTHA ACHARYA	Sidhartha . A.
32	1801289289	SIMRITA MISHRA	Simrita mishra
33	1801289296	SOFIA PANDA	Sofia Panda
34	1801289298	SONAL SHAILJA	Sonal shailja
35	1801289301	SOUMYA RANJAN DAS	Soumya Ranjan Das
36	1801289312	SOVIT KUMAR DALAI	Sovit. K
37	1801289331	SUNAINA MOHAPATRA	Sunaina Mohapatra
38	1801289344	SWASTIK SWAGATAM	Swastik
39	1801289364	VIVEK KUMAR	Vivek Kumar
40	1801289368	YESHYESWI	yeshyeswi
41	1921289061	BRUTITAPA MISHRA	Brutitapa Mishra

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Principal
Trident Academy of Technology
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Attendance Sheet (22.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289011	ABHISHEK KUMAR MISHRA	A. Mishra
2	1801289012	ABHISHEK SHARMA	A. Sharma
3	1801289014	ABINASH KAR	Abhinash Kar
4	1801289015	ABINASH PANDA	A. Panda
5	1801289019	AJIT KUMAR BHUTIA	Ajit Kumar Bhutia
6	1801289030	AMISHA SINGH	Amisha Singh
7	1801289040	ANCHAL MOHAPATRA	Anchal Mohapatra
8	1801289046	ANKITA JENA	Ankita Jena
9	1801289049	ANKITA ROUL	Ankit Roul.
10	1801289055	ANUSKA PANDA	Anuska Panda
11	1801289056	ANWESHA ANURAKTA	Anwesh Anurakta
12	1801289059	ARIJIT MOHAPATRA	Arijit Mahapatra
13	1801289083	BARKHA SONI	Barkha Soni
14	1801289089	BISHAL GHOSH	Bishal Ghosh
15	1801289110	DEEPAK KUMAR MOHANTY	Deepak Kumar Mohanty
16	1801289124	DURGA THAKUR	Durga Thakur
17	1801289127	EKATA PRADHAN	Ekata Pradhan
18	1801289147	JUGANT JOGIT MISHRA	Jugant Jogit Mishra
19	1801289154	KONA HARISH KUMAR	Kona Harish Kumar
20	1801289179	MOHAMMAD FAIZAN AKHTER	Mohammad Faizan Akhter
21	1801289196	OMANANDA ARYA	Omananda Arya
22	1801289199	PADMOJA PRADHAN	Padmoja Padhan
23	1801289207	PRASANJEET BISWAL	Prasanjeet Biswal
24	1801289218	PRITISH KUMAR NANDA	Pritish nanda.
25	1801289222	RAHUL BISWAL	Rahul Biswal
26	1801289224	RAHUL KUMAR	Rahul Kumar
27	1801289238	RAUSHAN KUMAR	Raushan Kumar
28	1801289255	SAMEER KUMAR PATRA	Sameer Patra
29	1801289262	SARFI TAQWIN	Sarfi Taqwin
30	1801289269	SATYARANJAN KHUNTIA	Satya Ranjan Khuntia
31	1801289276	SHOAIB AKHTER	Shoaib Akhter
32	1801289278	SHREEYA MOHANTY	Shreeya mohanty.

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33	1801289282	SHUBHAM KUMAR PATRO	
34	1801289285	SIBA SANKAR PADHI	
35	1801289288	SIMRAN BEHERA	
36	1801289294	SMRUTI SMITA PRIYADARSHINI	
37	1801289303	SOUMYA RANJAN ROUT	
38	1801289309	SOURABH KUMAR JENA	
39	1801289315	SUBHAM SINHA	
40	1801289317	SUBHASHANKAR SENAPATI	
41	1801289324	SUBRAT MOHANTY	
42	1801289325	SUBRAT SWAIN	
43	1801289334	SURAJ DUTTA	
44	1801289339	SUSOBHAN SETHI	
45	1801289346	SWAYAM PRAKASH PATNAIK	
46	1801289349	SWETA SUMAN MOHANTY	
47	1801289351	SYED RAFIKUJ JAMAL	
48	1801289353	TANMAY KUMAR MISHRA	
49	1801289357	TUSAR MOHANTY	
50	1801289361	VARSHA CHAR MODAK	
51	1801289363	VISHAL KUMAR MISHRA	
52	1921289057	RIYA MAJUMDER	
53	1921289058	SARVESH KUMAR	
54	1921289059	SUMIT MISHRA	
55	1921289060	TEJASWINI BEHERA	
56	1922289061	SHREETAM CHOUDHURY	
57	1922289062	ROHIT KUMAR AGARWAL	
58	1922289063	KAMAL KUMAR NAYAK	
59	1922289064	RK SHAKTI CHANDAN PATTANAYAK	
60	1922289065	PRITIRANJAN SAHOO	

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Attendance Sheet (23.11.2020)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1801289001	ABANISH MUDULI	
2	1801289002	ABDUL AABID KHAN	
3	1801289003	ABHIJEET MOHANTY	
4	1801289010	ABHISHEK KUMAR	
5	1801289016	ADARSH DHIR	
6	1801289017	ADITYA ASHUTOSH	
7	1801289020	AKANKSHA DAS	
8	1801289021	AKASH KUMAR	
9	1801289026	AMAN MOHANTY	
10	1801289027	AMAN RAJ	
11	1801289031	AMIT GIRI	
12	1801289033	AMIT KUMAR SINGH	
13	1801289034	AMITABH TARENIA	
14	1801289035	AMIYA PALAI	
15	1801289037	AMLAN KUMAR NANDY	
16	1801289038	ANANYA DASH	
17	1801289039	ANANYA PRIYADARSHINI MANTRY	
18	1801289042	ANIMESH SAHOO	
19	1801289043	ANJALI KUMARI	
20	1801289044	ANKIT BHUYAN	
21	1801289045	ANKITA BHUYAN	
22	1801289051	ANKITA SINGH	
23	1801289058	ARCH SATPATHY	
24	1801289060	ARKASARATHI DAS	
25	1801289061	ARPIT ABHISHEK MOHANTY	
26	1801289066	ASHISH KUMAR JENA	
27	1801289067	ASHISH KUMAR MOHAPATRA	
28	1801289068	ASHISH RANJAN	
29	1801289069	ASHRIBAD BEHERA	
30	1801289070	ASHUTOSH JENA	
31	1801289073	AURPITA SWAIN	
32	1801289074	AVI KUMAR	
33	1801289075	AYASKANTA BEHERA	

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34	1801289076	AYESHKANT LENKA	
35	1801289078	AYUSH PANDEY	
36	1801289079	AYUSH SHARMA	
37	1801289082	BAISALI DAS	
38	1801289085	BHABANI SHANKAR NAYAK	
39	1801289087	BINIT JAISWAL	
40	1801289088	BISHAL ACHARYA	
41	1801289090	BISHAL MALLICK	
42	1801289091	BISHNU PRASAD PANDA	
43	1801289096	BISWAJIT SAHOO	
44	1801289098	CHANDRA SHEKHAR JENAMONI	
45	1801289099	CHANDRAPRAVA MOHANTY	
46	1801289100	CHINMAYA SAMANTARA	
47	1801289101	CHIRANJIBEE MOHAPATRA	
48	1801289102	CHITTA RANJAN BISWAL	
49	1801289103	DANISH QUAMAR KHAN	
50	1801289104	DEBABRATA DEHURY	
51	1801289106	DEBASISH PANDA	
52	1801289107	DEBASISH SWAIN	
53	1801289114	DHIRAJ KUMAR SINGH	
54	1801289115	DIBYA BHARATI DAS	
55	1801289117	DIBYAPRAKASH PRUSTY	
56	1801289118	DIBYARANJAN BARIK	
57	1801289120	DIKSHA PRASAD	
58	1801289121	DINESH JENA	
59	1801289123	DIPANSHU ROUTRAY	
60	1801289125	DURGASISH MISHRA	
61	1801289128	GANESH SOREN	
62	1801289129	GAURIPRASAD LENKA	
63	1801289132	GYANAJIT DAS	
64	1801289134	HEEM ANANYA TANTI	
65	1801289137	HITESH KUMAR MAHANTA	
66	1801289139	ITISHREE DAS	
67	1801289140	JAGAN MOHAPATRA	
68	1801289141	JAGAN MOHARANA	
69	1801289142	JAYAKRUSHNA ROUT	
70	1801289145	JINGYANSHU RANJAN RAUTARAY	

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71	1801289146	JOTIRAJ MAJHI	Jotiraj Majhi
72	1801289148	JYOTI PRAKASH CHIRANJIV	J.P. Chiranjiv
73	1801289149	JYOTI PRAVA NAYAK	Jyoti P Nayak
74	1801289150	JYOTI RANJAN SAHOO	J.P. NAYAK
75	1801289152	KESHAV PANDEY	Keshav Pandey
76	1801289153	KHYATI CHOUBEY	Khyati Choubey
77	1801289156	KULDEEP KUMAR SINGH	K K Singh
78	1801289159	KUMAR GOURAV	Kumar Gourav.
79	1801289160	LAL KRISHNA NAYAK	L K Nayak
80	1801289161	LIPSA DASH	Lipsa Dash
81	1801289162	LOPAMUDRA SAHOO	Lopamudra Sahoo
82	1801289163	LOPAMUDRA SWAIN	Lopa Swain
83	1801289164	LUSHNA SAMANTARAY	Lushna Samtray
84	1801289165	MANAS RANJAN PATEL	MR Patel
85	1801289167	MANASHI MAJHI	Manashi majhi
86	1801289171	MANISHA KHATUA	Manisha Khatua
87	1801289174	MEDHA SINGH	Medha Singh
88	1801289177	MOHAMMAD ABDUL AZIZ	M. A. Aziz
89	1801289178	MOHAMMAD AMMAN KHAN	M A Khan
90	1801289182	MOHAN P MANDAL	M.P. MANDAL
91	1801289183	MONALISA NAG	monalisa nag
92	1801289185	NANDISH MOHANTY	Nandish Mohanty
93	1801289186	NEHA SAMANTRAY	Neha Samantray
94	1801289187	NIHARIKA DAS	Niharika das
95	1801289189	NIKHIL KUMAR BISOI	N.K bisoi
96	1801289190	NIKHILESH MISHRA	Nikhilesh Choudhary
97	1801289192	NISHA CHOUDHARY	Nisha Choudhary.
98	1801289194	NITISH KUMAR SWAIN	Nitish Swain
99	1801289197	OMPRAKASH NITYANAND SAHOO	O.N. Sahoo
100	1801289198	P. SONIA PATRO	P. S. PATRO
101	1801289200	PALLAVI PATTNAIK	Pallavi Pattanaik
102	1801289201	PAWAN KR SHAH	Pawan KR Shah
103	1801289202	PIYASHREE BISWAS	Piyashree biswas
104	1801289203	PRABHASH RANJAN RAUT	P. R. Raut
105	1801289205	PRAGATIKA SATAPATHY	Pragatika Satapathy
106	1801289206	PRANAT PRADHAN	Pranat Pradhan
107	1801289210	PRATIKSHYA DAS	Pratiksha das

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108	1801289212	PRATYUSH KUMAR SATAPATHY	
109	1801289213	PRATYUSH NANDA	Pratyush nanda
110	1801289216	PRAVUDATTA AMIYA CHANDRA NAYAK	P.A.C.Nayak
111	1801289219	PRIYANKA NANDA	Priyanka Nanda
112	1801289220	PUMMI PRAKASH	Pummi Prakash
113	1801289221	RAGHU NANDAN PANDA	R N Panda
114	1801289223	RAHUL KISHOR PARIDA	R.K. Parida
115	1801289226	RAHUL MAHATO	Rahul Mahato
116	1801289227	RAJ KISHORE SAHOO	R.K.Sahoo
117	1801289230	RAJASHREE SAHOO	Rajashree Sahoo
118	1801289231	RAJAT KUMAR PATI	Rajat Pati
119	1801289233	RAJESH RANJAN	
120	1801289234	RANJIT KUMAR GOUDA	Ranjit K. Gouda
121	1801289235	RANJIT KUMAR SAHU	Ranjit Kumar Sahu
122	1801289236	RASESH DAS	
123	1801289237	RATIKANTA ROUT	Ratikanta Rout
124	1801289241	RISHAV KUMAR SINGH	Rishav Kumar Singh
125	1801289243	ROHIT PANDA	Rohit panda
126	1801289245	RUDRADEV PANDA	Rudradev panda
127	1801289246	RUDRANARAYAN DHAL	RUDRANARAYAN DHAL
128	1801289247	S SAI SIVANEE	S sai sivanee
129	1801289251	SAI SAMIKSHYA MAHAPATRA	
130	1801289254	SAKSHI BHARDWAJ	Sakshi bhardwaj
131	1801289257	SANDEEP KUMAR RANA	
132	1801289259	SANKET BISHOI	Sanket Bishoi
133	1801289264	SASHIKANTA SIAL	Sashikanta Sial
134	1801289265	SATABDI MILAN BEURA	Satabdi Milan Beura
135	1801289266	SATYA PRAKASH MOHANTY	S.P.Mohanty
136	1801289267	SATYA RANJAN SAHOO	Satya Ranjan Sahoo
137	1801289268	SATYABRATA OJHA	Satyabrata Ojha
138	1801289270	SATYASUMAN DASH	Dash
139	1801289271	SHAHJADA E SAQUALAIN	Shahjada. E. Saq
140	1801289272	SHAKTI PRASAD SAHOO	Shakti Prasad Sahoo
141	1801289274	SHIBA PRASAD MOHANTA	Shiba Mohanta
142	1801289277	SHOURYA KUMAR JHA	Secretary U. Jha
143	1801289280	SHUBHAM KESHRI	Keshri
144	1801289281	SHUBHAM KUMAR	Subham Kumar

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145	1801289284	SHUBHAM MISHRA	Shubham Mishra
146	1801289290	SIPRA SAHOO	Sipra Sahoo
147	1801289291	SK NIZAMUDDIN	SK Nizamuddin
148	1801289292	SMRUTI DAS	Smruti Das
149	1801289293	SMRUTI RANJAN KHUNTIA	Smruti R. Khuntia
150	1801289295	SOBHAN DASH	Sobhan Dash
151	1801289299	SONALI GARNAIK	Sonali Garnaik
152	1801289300	SOUMYA RANJAN DALAI	Soumya Ranjan Dalai
153	1801289304	SOUMYAJYOTI PATRA	Soumyajyoti P
154	1801289305	SOUMYAKANT TRIPATHY	Soumyakant Tripathy
155	1801289307	SOUMYASHREE GOUDA	Soumyashree G
156	1801289308	SOUNAK KUMAR DASH	Sounak Dash
157	1801289310	SOURAV KAR MOHAPATRA	Sourav Kar
158	1801289311	SOURAV PATTNAIK	Sourav Pattnaik
159	1801289313	SUBHA RANJAN SAHOO	Subha ranjan sahoo
160	1801289314	SUBHADARSHINI SAMANTARAY	Subhadarshini S
161	1801289316	SUBHAMSHREE MOHANTY	Subhamshree M.
162	1801289318	SUBHASHREE MOHAPATRA	Subhashree M
163	1801289319	SUBHASHREE PANDA	Subhasree Panda
164	1801289322	SUBHRANSHU BED	Subhransu BED
165	1801289323	SUBHRANSU SEKHARA BEHERA	S.S. BEHERA
166	1801289326	SUCHETA KRUPALINI MOHARANA	Such. MoharaNA
167	1801289328	SUDIPTA ACHARYA	S. Achary
168	1801289329	SUMAN SOURAV PRUSTY	S.S. Prusty
169	1801289330	SUMMI KUMARI	Summi Kumari
170	1801289333	SUPRIYA PRADHAN	Supriya Padhan
171	1801289336	SURJEET PANIGRAHI	S. Panigrahi
172	1801289337	SURYA PRATIVA NAYAK	Surya Prativa Nayak
173	1801289338	SUSHREE SATABDI MOHANTY	S.S. Mohanty
174	1801289340	SWACHI SWETA BEHERA	Swechi S. Behera
175	1801289341	SWADHIN ACHARYA	S. Acharya
176	1801289342	SWARUP MISHRA	S. Mishra
177	1801289345	SWATI PRUSTY	Swati Prusty
178	1801289348	SWEETY SAMANTA	Sweety Samanta
179	1801289350	SWETAPADMA DAS	Swetapadma Das
180	1801289352	TAISON NAYAK	Taison Nayak
181	1801289354	TANUSHREE MAHATO	T. Mahato

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182	1801289356	TRILOCHAN SAHOO	Trilochan Sahoo
183	1801289358	TUSHAR RANJAN NAYAK	T.R. Nayak
184	1801289359	UMMUL WARA	Ummul Wara
185	1801289362	VIKRANT SINGH	VK Singh
186	1801289365	VIVEKANAND PATNAIK	Vivekanand
187	1801289366	WASEEM SHAH	W Shah
188	1801289367	WRITCHIK BISWAL	W. Biswal
189	1801289143	JAYDEEP GHATUARY	J. Ghatuary
190	1801289331	SUNAINA MOHAPATRA	S. Mohapatra
191	1921289024	ABHIJEET MAHAPATRA	A. MAHAPATRA
192	1921289025	ANJALI MINZ	Anjali Minz
193	1921289026	APOORVA NAYAK	Apoorva Nayak
194	1921289027	BONGU VAIJAYANTHI	Bongu Vaijayanthi
195	1921289028	CHOUDHURI SUBHANKAR DAS	Choudhuri Subhankar Das
196	1921289029	DEBIPRASAD DAS	DEBIPRASAD DAS
197	1921289030	DIPRA BARDHAN	Dipra Bardhan
198	1921289031	JAYADEV JENA	Jayadev Jena
199	1921289032	NIKHIL RANJAN SAMAL	N.R. Samal
200	1921289033	PRAGYANSMITA MOHANTY	Pragyansmita
201	1921289034	PREETI DUTTA	Preeti Dutta
202	1921289035	RAJESH BEHERA	Rajesh Behera
203	1921289036	ROJALIN NAYAK	ROJALIN NAYAK
204	1921289037	S AFREEN BEGUM	SA begum
205	1921289038	SAGAR BINDU DASH	S.B Dash
206	1921289039	SALINI KHUNTIA	Salini Kumari
207	1921289040	SHEETAL KUMARI	KUMARI
208	1921289041	SUBHAM SAMANTRAY	Samantray
209	1921289042	SUBHARANJAN MOHANTY	Subharanjan Mohanty

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Trident Academy of Technology
Bhubaneswar-751024

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Notice

Date: 06.11.2019

This is for the Information to all the B.Tech,MBA & MCA Students that the College is going to Conduct Training Programme on GATE, CAT/MAT/XAT and various Competitive Examinations from 10th November to 12th December 2019 for sensitizing the students for better career opportunity.

It is compulsory for all the students to attend the training Programme at Auditorium (Block-5) as per given schedule.

Sl No	Department	Time
1	B. Tech	4.00PM to 5.30 PM (Monday to Friday)
2	MBA & MCA	5:30 PM to 6:30 PM (Monday to Friday)

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Prof.P K Mohanty**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE	**10.11.2019**

On 10th November to12th December,2019, Trident Academy of Technology conducted a Career counselling Programme at the Auditorium (Block-5) by **Prof.P K Mohanty** . The session was organized for 7th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The 5th-semester B.Tech students attended from 4 PM to 5:30 PM, and MBA and MCA students joined the final session from 5.30 PM to 6:30 PM. Attendance was mandatory to enhance students' employ ability skills and preparation for job.



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Attendance Sheet (10.11.2019)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical & Electronics Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289011	DWIBENDU KUMAR MOHAKUD	D.K MOHAKUD
2	1701289013	BISWAJIT BISWAL	Biswajit Biswal
3	1701289030	T VINAYSAGAR KUMAR	TV Kumar
4	1701289042	BIBEKANANDA MOHANTY	B Mohanty
5	1701289047	RAJESH PARIDA	Attg
6	1701289050	ADITYA NARAYAN BISWAL	Satish Rath
7	1701289108	SATISH RATH	Satish Rath
8	1701289109	SWAYAMBHU SANJIBANI PAL	C.S Pal
9	1701289144	SHIVNARAYAN PATTNAYAK	S Pattnayak
10	1701289152	SUDHANSHU SEKHAR DASH	S. S Dash
11	1701289160	DEBASISH SWAIN	Debashish Swain
12	1701289179	SOUMYA PRAKASH KHANDAYATRAY	Attg
13	1701289185	LIPSA MOHAPATRA	Lipsa Mohapatra
14	1701289205	SACHIN KUMAR YADAV	Sachin Kumar Yadav
15	1701289301	ADITYA PRASAD NAYAK	
16	1701289302	ANKIT TOPPO	Ankit Toppo
17	1701289303	ARPITA CHHAYA	Arpita Chhaya
18	1701289304	BAIJAYANTI JENA	B. Jena
19	1701289305	BISHAL KESHARI	Bishal Keshari
20	1701289425	DURGA PRASAD CHOUDHURY	D.P. Choudhury
21	1701289426	GANESH PRASAD SAHOO	G.P Sahoo
22	1701289427	JAGNYASU NARAYAN SATHUA	J.N Sathua
23	1701289428	MIR DANISH ALI	M.D Ali
24	1701289429	PRABHAT NATH	Prabhat Nath
25	1701289430	PRASENJEET SETHY	Sethy
26	1701289431	PURNACHANDRA BEHERA	P.C Behera
27	1701289432	RAJENDRA DANDA	Rajendra Danda
28	1701289433	RITIKA SINGH	Ritika Singh
29	1701289434	SANTANU KUMAR DAS	Sd
30	1701289435	SMRUTI RANJAN PATEL	S.R.P.
31	1701289436	SONALI PRADHAN	Sonali Pradhan
32	1701289437	SONAM TOPPO	Attg
33	1701289438	SOUBHAGYA SAHU	S. Sahu
34	1701289439	SUBHAM MISHRA	Subham Mishra
35	1701289440	SUDEV RANJAN MALLICK	Sd M
36	1701289441	SUMAN KUMAR	Minerva SC
37	1701289442	SUNIL RANJAN SAHOO	S.R.S Sahoo
38	1821289012	BIJAY KUMAR PARIDA	B.K Parida
39	1821289015	DEEPAK SWAIN	Deepak Swain
40	1821289021	JAGAN KUMAR SAHU	J.K. Sahu
41	1821289024	KAVITA SHARMA	Attg
42	1821289025	LINGARAJ BEHERA	L. Behera
43	1821289035	RAJAT KUMAR PRADHAN	R.K Pradhan

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44	1821289050	SONALI NAYAK	Sonali Nayak
45	1821289051	SOUMYA RANJAN ROUTRAY	SoR. Routray
46	1821289055	SRIYA MEHER	Sriya Meher

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Attendance Sheet (11.11.2019)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289001	HIMADRI TANAYA PANI	Himadri
2	1701289002	MADHABANANDA GHADAI	Madh Ghadai
3	1701289003	ABINASH BISWAL	Abinash
4	1701289004	SUBRAT RANJAN DASH	Subrat
5	1701289005	SASWAT PATRA	Sas
6	1701289007	DIBYANSHI PANDA	D. Pandey
7	1701289009	DEVLAL LOHAR	ABS
8	1701289014	AMBIKESH SARANGI	ABS
9	1701289017	JYOTI RANJAN SWAIN	J. R. Swain
10	1701289018	MOHIT KUMAR MAHANTA	Mohit Kum.
11	1701289023	ANANYA PATTNAIK	A. Pattanaik
12	1701289024	KRANTIBIR PRATAP RAI	ABS
13	1701289025	SNEHASHREE DASH	S. Dash
14	1701289026	SHANTANU KUMAR NAYAK	Shantibir Pt
15	1701289028	JNANABHUSANA BEHERA	
16	1701289029	HRUSHIKES MOHANTA	H.M
17	1701289031	AFAQUE ANWAR AZAD	A. Azad
18	1701289032	SHALINI	Shalini
19	1701289033	SAHIL MAHAPATRA	ABS
20	1701289034	DEBASHISH PANDA	ABS
21	1701289037	PRIYABRATA DAS	Pr Das
22	1701289041	DEEPSHIKHA SAHOO	Deepshikha Sahoo
23	1701289044	PRANAYA KUMAR SINGH	P. K Singh
24	1701289046	POOJA MOHARANA	P. Moharana
25	1701289056	SAURABH SUBUDHIRAY	ABS
26	1701289057	SWASTIK DEBAPRIYA ROUT	Swas
27	1701289060	GUPTA PRASAD SABAT	G. P. Sabat
28	1701289062	BIJAYANANDA LENKA	ABS
29	1701289063	KUMAR GAURAV	Gaurav
30	1701289064	ANKUR BASUMALLICK	Ankur Basum.A
31	1701289069	DEBASISH PANDA	D. Panda
32	1701289073	SAMHITA SWAYAMSIDDHA SAHOO	Samhita
33	1701289074	ABHILASH CHAMPATIRAY	ABS
34	1701289077	PREETAM KUMAR BEHERA	Preetam
35	1701289078	SILPI RAM	S. Ram
36	1701289081	BISWAJEET NAYAK	
37	1701289083	ALAKA SAHU	A. Sahu
38	1701289088	PRACHI PRACHURYA ROUT	
39	1701289089	ROHIT KUMAR JENA	ABS
40	1701289090	NATASHA MOHAPATRA	ABS
41	1701289091	SAI HARSSIT	
42	1701289093	MANISHA DAS	
43	1701289097	SRITAM NAYAK	

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44	1701289098	ASIM ARBIND SAMAL	
45	1701289099	SUMAN MOHANTY	
46	1701289100	SHWETA	
47	1701289101	SHIVAM SRI	
48	1701289102	SUBHAM KUMAR PADHIHARY	
49	1701289103	RASMIRANJAN SWAIN	
50	1701289104	PRALAY RANJAN SAHOO	
51	1701289107	SWASTIK SRICHANDAN SAHOO	
52	1701289110	SURYAKANTA KABI	
53	1701289111	PRISITA PATEL	
54	1701289112	HIMANSHU BHUSAN SAHOO	
55	1701289114	LIPSA LUSINA PRIYADARSHINI	
56	1701289117	PRIYANKA PRIYADARSINEE	
57	1701289118	SIBANI MOHANTY	
58	1701289119	SUBHASHREE SUCHISMITA DAS	
59	1701289122	CHINMAYA PATRA	
60	1701289124	PARESH KUMAR SAHOO	
61	1701289127	SWETALEENA BASA	
62	1701289135	ANKITA PRIYADARSHINI SWAIN	
63	1701289137	PREETILISA RAY	
64	1701289138	ASHUTOSH PADHI	
65	1701289148	DINESH SAHOO	
66	1701289149	SUSHREE MOHANTY	
67	1701289157	DIBYASHREE MOHANTY	
68	1701289161	SIPRA JENA	
69	1701289184	PRATIKSHA BARIK	
70	1701289191	MRINMOY KUMAR	
71	1701289203	GAYATRY PANDA	
72	1701289209	ABHIJEET MAHARANA	
73	1701289210	KUMAR SURJYAM	
74	1701289217	GAYATREE PATNAIK	
75	1701289220	OMM PRASAD SAHOO	
76	1701289221	TULIKA KUMARI	
77	1701289223	RITESH KUMAR PANDA	
78	1701289226	BISWAJIT BEHERA	
79	1701289227	ANKIT MOHAPATRA	
80	1701289231	PUNYA SANGEET DHAL	
81	1701289232	SASMITA SAHOO	
82	1701289234	JANNAT KUMAR PRADHAN	
83	1701289235	RADHAGOBINDA MEHER	
84	1701289237	HAREKRUSHNA LENKA	
85	1701289238	RAMA CHANDRA PANDA	
86	1701289246	NITYANANDA BISWAL	
87	1701289250	NADIP KUMAR JENA	
88	1701289252	YASISH GAUCHAN	
89	1701289261	SHAILJA SINHA	
90	1701289265	S BIGHNESH KUMAR	
91	1701289270	SATYABRATA [illegible]IA	
92	1701289274	SUBHASHREE MALLA	
93	1701289277	ANANYA ANINDITA	

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94	1701289281	PRIYA PRIYADARSINI SWAIN	
95	1701289282	CHINMAYEE DASH	
96	1701289283	ARPITA SWAIN	
97	1701289285	DILAN NAYAK	
98	1701289286	HRUDANANDA PRADHAN	
99	1701289287	BISWAJIT SAHOO	
100	1701289290	SUBHRA BISWAL	
101	1701289293	ABHILIPSA SAMAL	
102	1701289297	ABHIJEET KUMAR NAYAK	
103	1701289298	ABHISHEK BEHERA	
104	1701289299	ABHISHEK MISHRA	
105	1701289300	ADITYA BHUSAN BISWAL	
106	1701289341	AKASH MOHAPATRA	
107	1701289342	AMIT SINGH	
108	1701289343	AMULYA KUMAR SATPATHY	
109	1701289344	ARABINDA NAYAK	
110	1701289345	ARNABA ROUT	
111	1701289346	ARSHLAAN NOOR	
112	1701289347	ASHUTOSH NAYAK	
113	1701289348	AVASMINI DAS	
114	1701289349	BAIKUNTHA PRASANA MOHANTY	
115	1701289350	BIJAYA LAXMI SAHANI	
116	1701289351	BISWARANJAN PANDA	
117	1701289352	CHANDAN KUMAR RAI	
118	1701289353	DEBADATTA SWAIN	
119	1701289354	DEBOSHREE CHOWDHURY	
120	1701289355	DEVNANDAN RAJ SHARMA	
121	1701289356	GAURAV KUMAR	
122	1701289357	GULNAAZ PARWEEN	
123	1701289358	HIMANSU SEKHAR GOUDA	
124	1701289359	JOGAMAYA OTTA	
125	1701289360	JYOTI PRAKASH NAYAK	
126	1701289361	LEENA PARIDA	
127	1701289362	LOPITA LAGNACHITA MISHRA	
128	1701289363	MAHAPRASAD NAYAK	
129	1701289364	MANORAMA MOHANTY	
130	1701289365	NAVAJAT TRIPATHY	
131	1701289366	NAVEEN KUMAR	
132	1701289367	NAVNEETA PRASAD	
133	1701289368	NIRAKAR SAHOO	
134	1701289369	NIWAS KUMAR	
135	1701289370	PALLAVI KULSHRESTHA	
136	1701289371	PIYUSH KUMAR	
137	1701289372	PRACHIPRALIPTA BHANJA	
138	1701289373	PRATIK PATTANAIK	
139	1701289374	PREETI RAI	
140	1701289375	PRIYANKA PATEL	
141	1701289376	RAUSHAN KUMAR SINGH	
142	1701289377	RICKY KUMAR	
143	1701289378	RISHIKA MISHRA	

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144	1701289379	ROJA DAS	
145	1701289380	SAHIL KUMAR BESHRA	
146	1701289381	SAMPAD KUMAR BINDHANI	
147	1701289382	SANTOSINI PATTANAYAK	
148	1701289383	SASWAT ROUT	
149	1701289384	SATYABRATA SAHOO	
150	1701289385	SATYABRATA SAHU	
151	1701289386	SAYAK ROY	
152	1701289387	SHISHIR VATS	
153	1701289388	SHIVANI NAYAK	
154	1701289389	SHUBHAM RAJ	
155	1701289390	SHWETA TRIPATHY	
156	1701289391	SIDDHARTHA SARTHAK	
157	1701289392	SIMRAN ACHARYA	
158	1701289393	SIMRAN DIXIT	
159	1701289394	SIMRAN PRAHARAJ	
160	1701289395	SIPRA RAY	
161	1701289396	SK FAYEEMUDDIN	
162	1701289397	SMRUTI RANJAN JENA	
163	1701289398	SONALI JENA	
164	1701289399	SOUBHAGYA RANJAN ROUT	
165	1701289400	SOUMYARANJAN NATH	
166	1701289401	SUBHAKANTA SETHY	
167	1701289402	SHUBHAM KUMAR ROUT	
168	1701289403	SUBHANKITA JENA	
169	1701289404	SUBHASHREE SAHU	
170	1701289405	SUBHASMITA DAS	
171	1701289406	SUDESHNA SETH	
172	1701289407	SUMAN DAS	
173	1701289408	SUSHANTA MAHATO	
174	1701289409	SUSHILA MAJHI	
175	1701289410	TARUN KANTI SAMANTA	
176	1821289008	ARPITA MULIA	
177	1821289011	BADAL PARIJA	
178	1821289043	SALINA PATI	

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289006	SIDHARTH SEKHAR SAHOO	
2	1701289015	BISWAJIT MOHANTY	
3	1701289021	ABHISHEK ARPAN MOHANTA	Abhishek Arpan Mohanta
4	1701289022	KIRAN KUMAR SAHOO	Kiran Kumar Sahoo
5	1701289036	WAHID UDDIN	Wahid Uddin
6	1701289043	AKASH KUMAR NAIK	AK Naik.
7	1701289054	DURGASISH BHATTACHARYA	Durgasish B.
8	1701289058	AMANDEEP PANDA	Amandeep panda
9	1701289059	DEBASHISH NAYAK	D. Nayak
10	1701289076	SAIKAT BHAKAT	
11	1701289087	TANMAYA KUMAR ACHARYA	T. Acharya.
12	1701289095	G SANTOSH	G Santosh
13	1701289105	SOUMIK KUMAR GHOSH	SK. Ghosh
14	1701289113	DEBASIS MISHRA	
15	1701289121	GOPINATH BEHERA	Gopinath Behera
16	1701289126	RASHMI RANJAN SAHOO	RR Sahoo
17	1701289150	SUDEEP KUMAR BISWAL	SK Biswal.
18	1701289151	SAI OMPRAKASH SAHU	Sai Omprakash Sahu
19	1701289158	V.V.NITISH BHARADWAJ	VV. NB.
20	1701289162	DEEP SUNDAR BEHERA	
21	1701289167	SABYASACHI CHOUDHURY	SC.
22	1701289192	DEBANJAN ROUT	D. Rout
23	1701289198	ASHUTOSH BARIK	
24	1701289200	MRUTYUNJAYA PANIGRAHI	M. Panigrahi
25	1701289202	DIGBIJAYA NAIK	
26	1701289225	ACHYUTA NANDA BISHOYI	A. N Bishoyi
27	1701289229	SUBRAT KUMAR SAHU	S.K. Sahu
28	1701289245	SURYAKANTA SAHOO	S. Sahoo
29	1701289247	NAKEEB AHAMMED	Nakeeb Ahammed
30	1701289253	ADIT MISHRA	AM.
31	1701289268	JYOTIRANJAN DAS	JD.
32	1701289288	SHUBHAM RAJ	Shubham Raj
33	1701289311	AAMIR HASSAN	Aamir Hassan
34	1701289312	ABHISHEK PANDA	
35	1701289313	AJIT KUMAR MURMU	Ajit Murmu
36	1701289314	ANUPAM INDWAR	Anupam INdwar
37	1701289315	ASHIS RANJAN NAYAK	AR Nayak
38	1701289316	BISWAJIT SATPATHY	B.S.
39	1701289317	BISWORANJAN PADHIARY	
40	1701289318	D KISHORE	D Kishore
41	1701289482	DEBIPRASAD PANDA	DP
42	1701289483	JIT BAHADUR THAPA	JIT Bahadur Thapa

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43	1701289484	JYOTI PRAKASH RAY	Jyoti Prakash Ray
44	1701289485	LAGNAJEET JENA	Lagnajeet Jena
45	1701289486	NIRAJ SHARMA	Niraj Sharma
46	1701289487	NISHIKANTA SETHI	Nishikanta Sethi
47	1701289488	PARTHA SARATHI BARIK	PSB
48	1701289489	PRAKASHA KUMAR PRUSTY	PKP
49	1701289490	RAHUL KUMAR GUPTA	Rahul Kumar Gupta
50	1701289491	RAKESH KUMAR DHAL	RKD
51	1701289492	RANJEET KUMAR	Ranjeet Kumar
52	1701289493	SAGARDATTA SWAIN	Sagardatta
53	1701289494	SANTOSH KUMAR SAHOO	SK Sahoo.
54	1701289495	SOUMYA RANJAN SAMAL	Soumya.
55	1701289496	SOUMYAJIT BEHERA	SB
56	1701289497	SAUMYARANJAN TRIPATHY	S. Tripathy
57	1701289498	SUBHASIS PATRA	Subhasis Patra.
58	1701289499	SURAJ KUMAR PANDA	Suraj Kumar Panda
59	1701289500	SUVAM MOHAPATRA	Suvam Mohapatra.
60	1701289501	VINAY MURMU	VM
61	1821289002	ABHISEK NAYAK	A Nayak
62	1821289004	AMIT SAH	Amit Sah
63	1821289005	ANIKET RAY	A Ray
64	1821289006	ANKIT SINGH	Ankit Singh.
65	1821289014	BISHAL NAIK	BN
66	1821289019	GOPAL REDDY	Gopal Reddy
67	1821289022	JEETEN PIRI	Jeeten piri
68	1821289037	RASHMI RANJAN BARIK	Rashmi.
69	1821289045	SARASWATI KAR	S Kar
70	1821289048	SHUBHAM KUMAR SINGH	Shubham K. Singh.
71	1821289054	SRITAM MANTRI	Sritam Mantri
72	1821289056	SUBHARANSHU SEKHAR BISWAL	SSB
73	1821289059	SUMIT PAREYA	Sumit Pareya
74	1821289063	YASBANT RAJ	Yasbant Raj

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Attendance Sheet (13.11.2019)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
2	1701289027	SITESH MISHRA	Sitesh Mishra
3	1701289035	ARINDAM SAHOO	A Sahoo.
4	1701289039	SANDEEP KUMAR BEHURA	
5	1701289048	MANOSMITA SAMANTARAY	
6	1701289051	SWARAJ SAMANTARAY	
7	1701289053	ADARSH DARSHAN BEHERA	A.D Behera.
8	1701289055	GURUPAD RAY	
9	1701289072	TUSARKANTA MISHRA	
10	1701289075	BAPAN KARMAKAR	
11	1701289116	ABHISHEK PRADHAN	Apradhan.
12	1701289123	LOPAMUDRA MISHRA	
13	1701289130	RUDRA KAWAR	R. Kawar
14	1701289133	SUBHAM PATRA	Shubham Patra
15	1701289141	SOUMYARANJAN SATAPATHY	S R Satapathy.
16	1701289145	BASANT SETHI	B Sethi.
17	1701289147	RAKHEE DAS	
18	1701289166	AMLAN PATTNAIK	A Pattnaik.
19	1701289171	SURAJ KUMAR SAHOO	
20	1701289180	SOUMYA SUBHAM PATRA	
21	1701289181	AVIPSA BAL	
22	1701289182	NISHA SAWARA	N. Sawara
23	1701289186	SARTHAK SAMAL	Sarthak Samal
24	1701289187	NILAMADHAB BEHERA	
25	1701289194	SURAJ KUMAR MOHANTY	SK Mohanty.
26	1701289197	SMRITI TIWARY	Smriti Tiwari
27	1701289207	BISHNU PRIYA NAIK	BP Naik.
28	1701289242	AKASH BAKSHI	Akash Bakshi
29	1701289251	MADHUSMITA MALLICK	M. Mallick.
30	1701289257	AYASHAKANT SWAIN	A Swain.
31	1701289263	GITAGOBINDA BEDANTA	
32	1701289264	VENKAT RAMAN BEHERA	VR. Behera
33	1701289272	NIBEDITA MOHANTY	N. Mohanty.
34	1701289273	S.SONU PATRA	S. Sonu Patra
35	1701289279	SOUMYA RANJAN SAHOO	Soumya Ranjan Sahoo
36	1701289280	TURALA DEVI PRASANNA	
37	1701289289	DHEERAJ KUMAR	
38	1701289292	SATYAM SAMAL	Satyam Samal
39	1701289309	ABHISHEK KUMAR	A Kumar.
40	1701289310	ANUP KUJUR	
41	1701289467	BINIT KUMAR PANDA	
42	1701289468	C SAI RAKSHA	C. Sai Raksha

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43	1701289469	DEEPAK BEHERA	
44	1701289470	GANESH PRADHAN	
45	1701289471	KUMAR SAI PRITAM	
46	1701289472	MADHAV KUMAR	
47	1701289473	MADHUMAYEE PATRA	
48	1701289474	MAHESWATA DAS	
49	1701289475	MAYURESH MOHANTY	
50	1701289476	MD ANJAR KHAN	
51	1701289477	PRABHU DAYA ABHIJEET	
52	1701289478	PRERNA KUMARI SINGH	
53	1701289479	RABINDRA KUMAR SENAPATI	
54	1701289480	SIMRAN KUMARI	
55	1701289481	SOURAVRAJ PARIDA	

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Branch: B.Tech.(Electronics & Tele Comm. Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1701289008	ANIKET PANDIT	A. Pandit
2	1701289010	PRITAM PAUL	P paul
3	1701289012	FARHAT PERWEEN	F Parween
4	1701289020	CHIRANJIB MOHAPATRA	Chiranjib
5	1701289038	ROHIT KUMAR PRAJAPATI	R. K Prajapati
6	1701289040	PRUTHWIRAJ PATTANAYAK	P. P
7	1701289045	SOURAV DASH	
8	1701289065	SOUMYA JYOTI SAHOO	S. J Sahoo
9	1701289066	BISWA RANJAN ROUT	ABS
10	1701289067	DEBAJYOTI SAHU	Debajyoti Sahu
11	1701289068	ARIJIT SAHOO	Arijit Sahoo
12	1701289070	ABHISHEK MOHANTY	
13	1701289079	TARINI KUMAR PATRA	
14	1701289082	RITESH KUMAR TARENIA	RKTarenia
15	1701289086	SAHIL SINGH	Sahil Singh.
16	1701289092	ASTIK MAHALA	Astik Mahala ABS
17	1701289094	SHEKHAR KUMAR RAY	
18	1701289096	SUPRITI DAS	S. Das
19	1701289120	JYOTIPRAKASH SAMAL	J. Samal
20	1701289125	BISHNU PRIYA ROUT	Bpr
21	1701289128	PRANAB RANJAN SARANGI	PRaRan
22	1701289129	SOUMYA SWARUP SUBUDHI	S. S. S
23	1701289132	ANKITA NANDA	Ankit Nanda
24	1701289136	SOMJIT SWAIN	S Swain
25	1701289139	TELIDEVULAPALLI KAMESWARI PRANATI	TKpran
26	1701289140	KARAN KUMAR SINGH	K Singh
27	1701289142	SUJIT TRIPATHY	ABJ
28	1701289143	ROHAN KUMAR PANDA	R. K Panda
29	1701289146	ANUSHRITA BARUAH	A Baruah
30	1701289153	MEENAKHI PANIGRAHY	M. P
31	1701289155	JITEN KUMAR PANDA	J. K. Panda
32	1701289156	ANINDITA PATTNAIK	A Pattnaik
33	1701289159	ANKISHA NAYAK	Ankisha
34	1701289163	PRADIPTA PALEI	P. P
35	1701289164	DIVYA RAJ	DRaj
36	1701289165	MEGHANA PATTANAIK	M. pattanaik
37	1701289168	BANAPILI SAIKUMAR	B. S
38	1701289173	SYED ANWAR FARAZ HASHMI	ABJ
39	1701289174	SIMRAN BAHUGUNA	Simran Bahuguna
40	1701289175	SHREYASHI RAJ	S. Raj
41	1701289176	SUMAN SUTAR	Sumansutar
42	1701289178	PRANAB KUMAR SAMAL	P. K. Samal
43	1701289183	SIMRON MOHAPATRA	Simron
44	1701289193	SAILESH MISHRA	Sailesh Mishra

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45	1701289196	ASISH DASH PARTHASARATHY	
46	1701289206	SUNIT RANJAN DAS	
47	1701289213	SANDEEP KUMAR SAHOO	
48	1701289216	RITURAJ DAS	
49	1701289222	SALINA MOHANTY	
50	1701289230	ADHISTHA SWAIN	
51	1701289239	SONAL KUMAR	
52	1701289240	SOURABH CHANDRA PAUL	
53	1701289243	GAYATRI SAMANTARAY	
54	1701289244	DEEPAK KUMAR SWAIN	
55	1701289248	CHANDAN NAYAK	
56	1701289249	SHIVANGI MOHANTY	
57	1701289254	SUCHISMITA SUBUDHI RAY	
58	1701289255	ABINASH SAHOO	
59	1701289256	AMIT KUMAR SAHOO	
60	1701289259	LIPSITA SAHU	
61	1701289260	SUMAN KUMAR DAS	
62	1701289262	PRIYA SORENG	
63	1701289266	SAYANGSIKHA MISHRA	
64	1701289267	DEBASISH DASH	
65	1701289271	ANKRIT PATTANAYAK	
66	1701289275	SHWETA PATNAIK	
67	1701289276	ANKITA PRIYADARSINI DAS	
68	1701289278	SUPRIYA	
69	1701289306	ABHIYANK SHANKAR	
70	1701289307	ADITI SINGH	
71	1701289308	ANKIT KUMAR SINGH	
72	1701289443	ANUSHKA GIRI	
73	1701289444	APARNA RAJ	
74	1701289445	BIREN DAS	
75	1701289446	DEBENDRA RANJAN BEHERA	
76	1701289447	DIBYAJYOTI RAY	
77	1701289448	KRISHNANDU PRADHAN	
78	1701289449	MANOJ SAHOO	
79	1701289450	NITIN KUMAR BEHERA	
80	1701289451	PINKY KUMARI	
81	1701289452	PRAJNYA ALOKITA PRADHAN	
82	1701289453	PRATIK KUMAR	
83	1701289454	PRIYANKA BEHERA	
84	1701289455	RACHITA RITALI	
85	1701289456	RAMESH AGHARIA	
86	1701289457	RASMITA MALLIK	
87	1701289458	SACHIDANANDA SAHOO	
88	1701289459	SAMBIT MOHANTY	
89	1701289460	SAMBIT PRASAD PARIDA	
90	1701289461	SHRITAM DAS	
91	1701289462	S K NIAYZ UDDIN	
92	1701289463	SUBHASIS PRADHAN	
93	1701289464	SUBRAT KUMAR NAYAK	
94	1701289465	SURYA NARAYAN SAHOO	

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95	1701289466	ZEENAT PRAWEEN	Zeenat Praween
96	1821289018	GAZAL AFROZ	Gazal Afroz
97	1821289026	M ASHISH KUMAR	AA
98	1821289032	PRATYUSHA KUMAR SINGH	P. K Singh
99	1821289057	SUBHRANSHU SEKHER DHAL	S. S. D.

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Notice

Date: 18.10.2018

This is for the Information to all the B.Tech,MBA & MCA Students that the College is going to Conduct Training Programme on GATE, CAT/MAT/XAT and various Competitive Examinations from 21th October to 22th November 2018 for sensitizing the students for better career opportunity.

It is compulsory for all the students to attend the training Programme at Auditorium (Block-5) as per given schedule.

Sl No	Department	Time
1	B. Tech	4.00PM to 5.30 PM (Monday to Friday)
2	MBA & MCA	5:30 PM to 6:30 PM (Monday to Friday)

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TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Activity Report

ORGANISED BY	**TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR**
RESOURCE PERSON	**Prof..P K Mohanty(MD,Identity)**
VENUE	**TRIDENT AUDITORIUM(BLOCK-5)**
DATE	**21.10.2018**

On 21st October to 22nd November,2018, Trident Academy of Technology conducted a Career counselling Programme at the Auditorium (Block-5) by **Prof..P K Mohanty** . The session was organized for 5th-semester B.Tech, 3rd-semester MBA, and MCA students, divided by department and time slot. The 5th-semester B.Tech students attended from 4 PM to 5:30 PM, and MBA and MCA students joined the final session from 5.30 PM to 6:30 PM. Attendance was mandatory to enhance students' employ ability skills and preparation for job.



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Attendance Sheet (21.10.2018)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Mechanical Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289272	ABHILASH KANUNGO	
2	1601289273	ABHISEK MISHRA	
3	1601289274	ABHISHEK KUMAR	
4	1601289275	ABINASH BHUTIA	
5	1601289276	ABINASH MOHAPATRA	
6	1601289277	ADARSH KUMAR SINGH	
7	1601289278	ADITYA DASH	
8	1601289279	AJAYA KUMAR DAS	
9	1601289280	AMAN ANSUMAN SAHOO	
10	1601289281	AMAN KUMAR PANDEY	
11	1601289282	ANTO MAJHI	
12	1601289283	ASHUTOSH SWAIN	
13	1601289284	ASISH PRADHAN	
14	1601289285	BHABANI SANKAR JENA	
15	1601289286	BHABANI SHANKAR SAHOO	
16	1601289287	BIBEKANANDA DAS ADHIKARI	
17	1601289288	DIBYARANJANKABI	
18	1601289289	GOURAV NAIK	
19	1601289290	LOKANATH MOHAPATRA	
20	1601289291	MUSTAFI KHAN	
21	1601289292	PANKAJ RAY	
22	1601289293	PRADOSH KHUNTIA	
23	1601289294	PRATAP MAJHI	
24	1601289295	RAKESH ROSHAN PAL	
25	1601289296	RANJIT KUMAR SAHOO	
26	1601289297	RASHMI RANJAN SETHY	
27	1601289298	SATYARANJAN DASH	
28	1601289299	SIDHARTH SHEKHAR ROUT	
29	1601289300	SOMYARANJAN SAMAL	
30	1601289301	SRIRAM SWARUP DASH	
31	1601289302	SUBHAM SRIVASTAV	
32	1601289303	SUMIT YADAV	
33	1601289304	UMANJEET SINGH	
34	1601289417	DHANANJAY NAYAK	
35	1601289418	MD AJAZ HAIDER	
36	1601289419	PARESH SAMAL	
37	1601289420	RAHUL KUMAR SINGH	
38	1601289421	RASHMIRANJAN GIRI	
39	1601289422	RUP KIRAN ROUT	
40	1601289423	SAMEER KUMAR BEHERA	
41	1601289424	SIBASISH ROUT	
42	1601289425	SIDDHARTHA SAHU	
43	1601289426	SUBHENDU PATTANAIK	

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44	1601289427	VIKAS KUMAR PANDEY	
45	1601289459	ARMAN SWAIN	
46	1601289460	DUSMANTA KUMAR NAIK	
47	1601289461	SOUMYA RANJAN DANI	
48	1601289525	SUDHANSU SEKHAR PANDA	
49	1601289526	ADITYA SHARMA	
50	1601289527	AMAN JAISWAL	
51	1601289528	ASHUTOSH SAHOO	
52	1601289529	AVINASH KUMAR MAHTO	
53	1601289530	JAGANNATH NAIK	
54	1601289531	MANAS NAIK	
55	1601289532	PRAKASH CHANDRA BARIK	
56	1601289533	PREETISH KUMAR NAIK	
57	1601289534	PRIYARANJAN PATRA	
58	1601289535	RAJALAXMI ROUTRAY	
59	1601289536	SAGAR SAMAL	
60	1601289537	SWAGAT KUMAR MOHANTY	
61	1721289001	BINAY KUMAR PRADHAN	
62	1721289011	SUMANTA MAHAPATRA	
63	1721289014	B PRABHAKAR REDDY	
64	1721289019	CHANDAN KUMAR GANTAYAT	
65	1721289021	PRASANTA KUMAR BEHERA	
66	1721289030	SRUTI RANJAN JENA	
67	1721289037	SURAJ MOHANTY	
68	1721289040	ANSHUMAN NAYAK	
69	1721289044	RAJESH MOHANTY	
70	1721289045	SATYABRATA BEURIA	
71	1721289047	DINESH KUMAR SAHOO	
72	1721289051	SHAKTI PRASAD DASH	
73	1721289054	SANTANU GARNAIK	
74	1721289056	MUBASSER HUSSAIN	
75	1721289058	SITUN SEKHAR JENA	
76	1721289063	ABHISEK DASH	
77	1721289080	ABHIJIT PARIDA	
78	1721289081	ALOK KUMAR RAY	
79	1721289082	HADIBANDHU MARNDI	
80	1721289083	NADEEM ALAM	
81	1721289084	RISHI KUMAR SHARMA	
82	1721289085	SK WASIM AKHTAR	
83	1721289086	SOMYA SUMAN PATTANAYAK	
84	1721289087	TUSHAR SETHY	

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Attendance Sheet (22.10.2018)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Information Technology)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289247	ARPITA APARAJITA TRIPATHY	Arpita Aparajita Tripathy
2	1601289248	ASHISH KUMAR BUGUDAI	Ashish Kumar Bugudai
3	1601289249	B SUDIPTA	B SUDiTA
4	1601289250	BIKRAM KESHARI JENA	Bikram K Jena
5	1601289251	D PARWATESHWAR RAO	D Parwateswar Rao
6	1601289252	DEBASHISH SETH	Debashish Seth
7	1601289253	DEBASIS SARANGI	DEBASIS SARANGI
8	1601289254	DIPAK KUMAR MOHANTY	Dipak
9	1601289255	GHANASHYAM MOHANTY	Ghanashyam Mohanty
10	1601289256	HARPREET SINGH	Harpreet Singh
11	1601289257	MOHAMMAD SAHIL AFRIDI	Moh-Sahil
12	1601289258	NISHCHAY KUMAR SAHU	Nishchay Kumar Sahu
13	1601289259	SAIPRASAD LENKA	Saiprasad Lenka
14	1601289260	SHAILI KUMARI	Shaili Kumari
15	1601289261	SHINY SAMPITA KERKETTA	Shiny Sampita Kerketta
16	1601289262	SMITA PRANGYA	Smita Prangya
17	1601289263	SOUMYA SOURAV NANDA	Soumya Sourav Nand
18	1601289264	SUBHRAKANTA SAHOO	Subhakanta Sahoo
19	1601289265	SUBODHANA ROUT	Subodhana Rout
20	1601289266	SURIL SUCHARITA SENAPATI	Suril Sucharita Senapati
21	1601289267	SWAMYA RANJAN SWAIN	
22	1601289268	SYED AAMIR RAZA	Syed Tamin Raza
23	1601289269	AMAR PRASAD ROUT	Amar P Rout
24	1601289270	BISWABHUSAN BAL	Biswabhusan Bal
25	1601289271	TUSAR KANTA SWAIN	Tusar Kanta Swain
26	1601289405	AKANKSHA	Akanksha.
27	1601289406	AMIT PRAVA PATRA	Amit Prava Patra
28	1601289407	BISWAJIT SWAIN	Biswajit Swain
29	1601289408	DEEPAK KUMAR ROUT	Deepak Kumar Rout
30	1601289409	M P ABINASH	
31	1601289410	MAYANK RAJ	Mayank Raj
32	1601289411	NADEEM ANWAR	Nadeem Anwar
33	1601289412	PREM PRAKASH	Prem Prakash
34	1601289413	SHAMMA PRAVEEN	Shamma Praveen
35	1601289414	SIDHARTHA DASH	Sidhartha Dash
36	1601289415	SWAGAT BARIK	Swagat Barik
37	1601289416	SWETA	
38	1601289454	ABHILASH ARYA	Abhilash Arya
39	1601289455	AGNIBESHA MOHARANA	Agnibesha Moharana
40	1601289456	RASHMITA TARAI	Rashmita Tarai
41	1601289[illegible]	RISHU KUMAR	Rishu Kumar
42	1601289458	SHREYASH PATRA	Shreya Patra

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43	1601289515	ASHUTOSH SINGH	Ashutosh Singh
44	1601289516	DIBYAJYOTI PANIGRAHI	Dibyajyoti Panigrahi
45	1601289517	MIRZA TOUQIR BAIG	Mirza Touqir Baig
46	1601289518	RISHAB KUMAR	Rishab Kumar
47	1601289519	RITU GUPTA	Ritu Gupta
48	1601289520	RITU JAIN	
49	1601289521	SANAYAKANTA MISHRA	Sanayakanta
50	1601289522	SOURAV DEY	Sourav Dey
51	1601289523	SURBHI JYOTI	Surbhi Jyoti
52	1601289524	TANMAY KUMAR	Tanmay Kumar

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Attendance Sheet (23.10.2018)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Electrical & Electronics Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289155	ADYASHA PANDA	ADYASHA PANDA
2	1601289156	ALOK RANJAN PRUSTY	
3	1601289157	ANKEETA SINGH DEO	Ankeeta SinghDeo
4	1601289158	ARIJIT KUMAR DHAL	Arijit Kr Dhal
5	1601289159	BISWAJEET SAMANTARAY	Biswajeet Sam
6	1601289160	BISWAJIT PUHAN	Biswajit puhan
7	1601289161	BISWAMBER MURMU	Biswamber murmu
8	1601289162	DEBASHIS BARIK	Debashis
9	1601289163	DEEPAK PRADHAN	Deepak Pradhan
10	1601289164	KUMAR ABHISHEK	~~Prateek~~ Kumar Abhishek
11	1601289165	PRATEEK KUMAR PATEL	Prateek Kumar
12	1601289166	PRITAM SAHU	Pritam Sahu
13	1601289167	RAJASHREE MALLICK	Rajashree Mallick
14	1601289168	RAKHEE PATEL	Rakhee Patel
15	1601289169	SAIKH SHABAZ ALI	Saikh shabaz Ali
16	1601289170	SANGAM BEHERA	Sangram Behera
17	1601289171	SHANKAR MOHAPATRA	
18	1601289172	SIBASIS MAHAPATRA	Sibasis Mahapatra
19	1601289173	SOMANATH JENA	Somanath Jena
20	1601289174	SOUMESH KUMAR BIHARI	Soumesh kumar
21	1601289175	SOURAV KAR	Sourav Kar
22	1601289176	TARUN CHANDRA MAHALIK	Tarun chandra Mahalik
23	1601289354	ANANTABASUDEV PATRA	~~Anant~~ Basudev Patra
24	1601289355	ASHUTOSH KAR	
25	1601289356	ASHUTOSH MISHRA	
26	1601289357	CHHOTI KUMARI	
27	1601289358	HARSH VARDHAN ARYA	Harsh Vardhan Arya
28	1601289359	M DIVYA JYOTI	M Divya Jyoti
29	1601289360	NIRANJAN SWAIN	Niranjan Swain
30	1601289361	PAPU PRADHAN	Papu Pradhan
31	1601289362	PRITAM KUMAR PATRA	Pritam Kr. Patra
32	1601289363	RAJEEV NANDAN	Rajeev Nandan
33	1601289364	SHEETAL PATTNAIK	Sheetal Pattnaik
34	1601289432	BIKRAM KESHARI PARIDA	Bikram Keshri Parida
35	1601289433	GIRISH KUMAR PANDEY	Girish kumar Pandey
36	1601289434	LAXMAN SOREN	Laxman Soren
37	1601289435	MAHIMITUPADHYAYA	
38	1601289436	NIRLIPTA NITALI	Nirlipta Nitali
39	1601289437	RAJESWARI SWAIN	Rajeswari Swain
40	1601289438	RUBINA SAHOO	Rubina Sahoo
41	1601289439	RUCHISMITA PATEL	Ruchismita patel
42	1601289489	BARNARUPA ROUT	Barnarupa Rout
43	1601289490	NIKITA NAYAK	
44	1601289491	[illegible] KUMAR SINGH	Amit kumar Singh
45	1601289492	BICHITRA PATRA	Bichitra Patra

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46	1601289493	BISWAJIT BARIK	Biswajit Barik
47	1601289494	JYOTI PRAKASH NAIK	Jyoti Prakash Naik
48	1601289495	JYOTISHREE ROUT	Jyotishree Rout
49	1601289496	MANIRATNAM DAS	Maniratnam Das
50	1601289497	RAHUL KUMAR RAJ	Rahul Kumar Raj
51	1601289498	RISHAV LAKRA	Rishav Lakra
52	1601289499	VIKASH KUMAR	Vikash Kumar
53	1721289003	BARSHA SINGH	
54	1721289009	SAUBHAGYALAKSHMI NAYAK	Saubhagyalakshmi Nayak
55	1721289017	RIKUN KUMAR PATEL	Rikun Kumar Patel
56	1721289022	PRATYUSH SAHOO	Pratush sahoo
57	1721289032	SAMEEKSHYA PANDA	Sameekshya Panda
58	1721289041	SIPRA SINGH SAMANTA	Sipra Singh Samanta
59	1721289053	SWETAPRANA SAHOO	
60	1721289057	SURYA KANTA SAMAL	Surya Kanta Samal
61	1721289061	SUNIL KUMAR SAHOO	Sunil Kumar Sahoo
62	1721289078	S AYESHKANT	Sayeshkant

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Attendance Sheet (24-10-2018)

TRIDENT ACADEMY OF TECHNOLOGY, BHUBANESWAR

Branch: B.Tech.(Computer Science Engineering)

Sl. No.	REGD NO	NAME	SIGNATURE
1	1601289022	ABHISEK SARANGI	
2	1601289023	ABHISHEK SWAIN	
3	1601289024	ADITYA JENA	
4	1601289025	ALISHA PRIYADARSHINI	
5	1601289026	AMARESH NATH	
6	1601289028	ANANDA BEHERA	
7	1601289029	ANISH KUMAR SAHU	
8	1601289030	ANISH KUMAR SAMAL	
9	1601289031	ANKITA MAHARANA	
10	1601289032	ANKITA MISHRA	
11	1601289033	ANKITA PATTANAYAK	
12	1601289034	ANUP KUMAR PRADHAN	
13	1601289035	ARBIND KUMAR	
14	1601289036	ASHUTOSH PANDA	
15	1601289037	ASHUTOSH SAHOO	
16	1601289038	ASHUTOSH SWAIN	
17	1601289039	ASISH KUMAR SHARMA	
18	1601289040	ASUTOSH NAYAK	
19	1601289041	AYUSI PAHADASINGH	
20	1601289042	BANITA JAIPURIA	
21	1601289043	BARUNESH PANDA	
22	1601289044	BIBHU PRASAD PATRA	
23	1601289045	BIMALKUMARGHADEI	
24	1601289046	BISHNU BIBHAB DAS	
25	1601289047	BISWABHUSAN DIXIT	
26	1601289048	BISWAJIT MATIA	
27	1601289049	BISWAJIT NAYAK	
28	1601289050	BISWARANJAN MISHRA	
29	1601289051	CHANDRA SEKHAR MOHANTY	
30	1601289052	CHINMAYA KUMAR JAGADEV	
31	1601289054	DEBASISH BIHARI	
32	1601289055	DEBASISH MOHAPATRA	
33	1601289056	DINESH KUMAR PANDEY	
34	1601289057	FARHAT NAAZ	
35	1601289058	GULAM RAHMANI	
36	1601289059	HARAPRASAD SAHOO	
37	1601289060	HIRANMAYEE DASH	
38	1601289061	JAGRITI DAS	
39	1601289062	JAMES PRADHAN	
40	1601289063	JASHASWINI MOHANTY	

41	1601289064	JASHOBANTA SAHOO	Jashobanta Sahoo
42	1601289065	JAYASHREE NAG	jayashree Nag
43	1601289067	KHUKU MILAN CHOUDHURY	Khuku milan Chowdry
44	1601289068	KIRAN KUMAR PARIDA	Kiran kumar parida
45	1601289069	KISHOR KUMAR MAHATO	Kishor kumar Mahato
46	1601289070	KRITY KUMARI	Krity Kumari
47	1601289071	LIPSARANI SAHOO	Lipsarani Sahoo
48	1601289072	MANAS SONA	Manas Sona
49	1601289073	MD AHMED KHAN	MD AHMED khan
50	1601289074	MITHLESH KUMAR	Mithlesh kumar
51	1601289075	MOHAMMAD NADEEM KHAN	Mohammad Nadeemkhan
52	1601289076	MONALI DAS	Monali das
53	1601289077	MONALISA SAHOO	Monalisa Sahoo
54	1601289078	MONALISA SAHOO	
55	1601289079	NEETISH KUMAR GOUDA	Neetish Kumar Gouda
56	1601289082	PAISHALI ACHARYA	Paishali Acharya
57	1601289083	PANKAJ KUMAR BEHERA	Pankaj kumar Behera
58	1601289084	PAYAL MOHANTY	Payal Mohanty
59	1601289085	PAYAL PANDA	
60	1601289086	POOJARANI MAHANTA	Poojarani Mahanta
61	1601289087	POONAM BEHERA	Poonam Behera
62	1601289089	PRATYUSH KUMAR MISHRA	Pratyush Kumar mishra
63	1601289090	PRAVIN KUMAR	Pravin kumar
64	1601289092	PURUSOTTAM PANDA	Purusottam panda
65	1601289093	RAHUL BISWAL	rahul Biswal
66	1601289096	RAKESH KUMAR SWAIN	Rakesh kumar Swain
67	1601289097	RASHMI REKHA PANDA	Rashmi Rekha panda
68	1601289098	RITIK MOHANTY	Ritik mohanty
69	1601289099	RIYA SINHA	Riya Sinha
70	1601289100	S BHAGYASHREE	
71	1601289101	SAGAR KUMAR MISHRA	Sagar kumar mishra
72	1601289102	SAMANNWITA NAYAK	Samannwita Nayak
73	1601289103	SAMIR KUMAR SAHU	Samir Kr. Sahu.
74	1601289104	SANDIPTA NAYAK	S. Nayak
75	1601289105	SARBAJEET BHUYAN	Sarbajeet Bhuyan
76	1601289106	SARIT KUMAR HOTA	Sarit kumar Hota
77	1601289107	SASWATA UPADHYAY	Saswata Upadhyay
78	1601289108	SASWATH MISHRA	Saswath mishra
79	1601289109	SATISH KUMAR SAHU	
80	1601289110	SATYABRATA BEHERA	Satyabrata Behera
81	1601289112	SATYASWAGAT MISHRA	Satyaswagat Mishra
82	1601289113	SEETAL PRIYADRASHINI MALU	Seetal priyadarshini Malu
83	1601289114	SHASWAT GUPTA	Shaswat gupta
84	1601289115	SHIWAM KESHRI	
85	1601289116	SHRADHA KUMARI	Shradha Kumari
86	1601289117	SHRISTI NAYAK	Shradha kumari
87	1601289118	SHUBHAM SHEE	Shristi nayak.
88	1601289119	[illegible]AK MALLICK	Shubham
89	1601289120	SOMANATH KHADANGA	Somanath Khananga
90	1601289121	SOMSURYA MOHAPATRA	Somsurya Mahapatra

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91	1601289122	SONALI SHUVASMITA ROUT	
92	1601289123	SOUMYA RANJAN SWAIN	Soumya R. Swain
93	1601289124	SOUMYA SAFALYA PRIYADARSINI	Soumya Safalya
94	1601289125	SOUMYA SHREE DASH	Soumyashree
95	1601289126	SOUMYARANJAN SAHOO	Soumyaranjan Sahoo
96	1601289127	SOUMYASHREE TRIPATHY	Soumyashree Tripathy
97	1601289128	SOUVAGYA RANJAN JENA	Souvagya R. Jena
98	1601289129	SUBHALAXMI SAHOO	Subhalaxmi Sahoo
99	1601289130	SUBHAM ROUTRAY	Subham routray
100	1601289131	SUBHASHIS PANDA	Subhashis Panda
101	1601289132	SUBHASISH PANIGRAHI	Subasish Panigrahi
102	1601289133	SUBHASMITA MAHAPATRA	Subhasmita Mahapatra
103	1601289134	SULVA PANDA	Sulva Panda
104	1601289135	SUMIT SULABHA BEHERA	Sumit Sulabha Behera
105	1601289136	SUMONA PANDA	Sumona Panda
106	1601289137	SUPRAVA RANI SAHOO	Suprava Rani Sahoo
107	1601289138	SUPRIYA MOHANTY	Supriya Mohanty
108	1601289139	SURYANARAYAN MISHRA	
109	1601289140	SUSHREE SARITA PRADHAN	Sushree Sarita Pradhan,
110	1601289141	SUSIS PRADHAN	Susis Pradhan.
111	1601289142	SWAGAT SANKET SAHOO	
112	1601289143	TARAKANTA SAHOO	Tarakanta Sahoo
113	1601289144	UTKALIKA JENA	Utkalika Jena.
114	1601289145	VARSHA THAKUR	Varsha Thakur.
115	1601289146	VED PRAKASH SUMAN	Ved Prakash Suman
116	1601289147	ABINASH SARANGI	Abinash Sarangi.
117	1601289148	ASTHA MISHRA	Astha Mishra
118	1601289149	BHUPESH MAHAKHUDA	Bhupesh Mahakhuda
119	1601289150	MAHASHAKTI SAHINAYAK	MAHASHAKTI SAHINAYAK
120	1601289151	SAMARENDRA PRADHAN	Samarendra Pradhan
121	1601289154	SUNIL KUMAR SRICHANDAN	Sunil kumar Srichandan
122	1601289305	AKSHAY PRIYADARSHI	Akshay Priyadarshi
123	1601289306	ANIMISHA PARMAR	Animisha Parmar
124	1601289309	HIMANSHU KUMAR SINGH	
125	1601289310	JYOTSNA PANDEY	Jyotsna Pandey
126	1601289313	RISHABH KARN	Rishabh Karn
127	1601289314	RISHI RAJ SARDAR	R. R. Sardar
128	1601289315	ROHAN KUMAR	Rohan Kumar
129	1601289316	SACHIDANAND CHOUHAN	Sachidanand Chouhan
130	1601289317	SHUBHAM SRIVASTAVA	Shubham Srivastava
131	1601289333	ABINASH MISHRA	Abinash Mishra
132	1601289334	AMIYA PRASAD MISHRA	Amiya Prasad Mishra
133	1601289335	ANUPAMA TOPPO	Anupama Toppo
134	1601289336	APARNA PRIYADARSHINI MISHRA	
135	1601289337	ASHISH MALIK	Ashish Malik
136	1601289338	ASHIT KUMAR BEURA	Ashit kumar Beura
137	1601289339	BARNALEE MISHRA	Barnalee Mishra
138	1601289340	BIBEKANANDA PRADHAN	Bibekananda Pradhan
139	1601289341	AKASH KUMAR MISHRA	Akash kumar mishra
140	1601289342	DEBASHISH PATRA	Debashish Patra

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141	1601289343	DEBASIS BARIK	Debasis Barik
142	1601289344	DIBYA RANJAN PATI	Dibya Ranjan Pati
143	1601289345	HRUDESH LENKA	
144	1601289346	KANHU CHARAN PANDA	Kanhu Charan Panda
145	1601289347	PRADEEP KUMAR OJHA	Pradeep Kumar Ojha
146	1601289348	PRATEEK PARAG MOHAPATRA	Prateek Parag mohapatra
147	1601289349	PRITISH PATNAIK	Pritish Patnaik
148	1601289350	S CHETAN KUMAR	S. chetan kumar
149	1601289351	SUBHRA MOHANTY	Subhra Mohanty
150	1601289352	SWAYANSHU STHITAPRAGYAN	
151	1601289353	SWETABINDU MOHANTY	Swetabindu Mohanty
152	1601289473	DEBASIS NAYAK	Debasish Nayak
153	1601289474	GOURAV MUKHERJEE	Gourav Mukherjee
154	1601289475	SUSHREE SANGITA DASH	
155	1601289476	AMIYA DEBADARSHI MOHAPATRA	Amiya Mohapatra
156	1601289477	ARNAB CHATTERJEE	Arnab Chatterjee
157	1601289478	ASHISH ANAND	Ashish Anand
158	1601289479	AVIJEET TIWARI	Avijeet Tiwari
159	1601289480	KRITI RANJAN	Kriti Ranjan
160	1601289482	PIYUSH KUMAR	
161	1601289483	PATOJASHI PRAJWAL SUDHIRKUMAR	P.P. Sudhirkumar
162	1601289485	SATISH KUMAR	Satish kumar
163	1601289486	SHIVAM KUMAR	Shivam kumar
164	1601289488	SUVADIP KAR	Suvadip Kar
165	1601289260	SHAILI KUMARI	Shaili Kumari
166	1601289538	KAUSHIK PANDA	Kaushik Panda
167	1721289002	PRATISHRUTEE PATTNAIK	Pratishrutee Pattnaik
168	1721289013	RAKESH KUMAR PRADHAN.	Rakesh pradhan
169	1721289031	DAYANIDHI NAIK	Dayanidhi Naik
170	1721289038	ANURADHA SWAIN	Anuradha Swain
171	1721289039	ARPITA PRIYADARSHINI	Arpita priyadarshini
172	1721289052	BISHNU PRASAD SAHOO	
173	1601289027	AMIT KUMAR	Amit Kumar
174	1601289053	DEBASIS OJHA	Debasis Ojha
175	1601289066	KHANDAVILLI SAI SRI RAMA	Sai srisharma
176	1601289080	NEHA SWAPNIL	Neha swapnil
177	1601289081	NIKHIL NIRAJ	Nikhil Niraj
178	1601289088	PRATEEK KUMAR	Prateek kumar
179	1601289091	PRITAM KUMAR RAUL	
180	1601289094	RAHUL KUMAR	Rahul Kumar
181	1601289095	RAJESH KUMAR SAHANI	Rajesh Sahani
182	1601289111	SATYAM KESHRI	Satyam Keshri
183	1601289152	SARMISTHA MISHRA	Sarmistha keshri
184	1601289153	SOURAV MISHRA	Sourav Mishra
185	1601289307	BIPLAB PAUL	Biplab Paul
186	1601289308	HAMMAD SUBHANI	Hammad subhani
187	1601289311	MANTHAN LAL	
188	1601289312	NIKHIL KUMAR PRUSTY	
189	1601289318	SONU KUMAR YADAV	
190	1601289319	SUBHASISH BIT	Subhasish Bit

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191	1601289481	PAWAN KUMAR SINGH	Pawan Kumar Singh
192	1601289484	RITEEKA SINGH	Riteeka Singh
193	1601289487	SONU KUMAR	Sonu Kumar

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