INDEX

S. No	Company Name	Package	No of Student Placed	Page no
1	ZENSAR Technologies	3.00 LPA	5	2 -10
2	Aripra Info Tech	1.2 LPA	5	12 -20
3	Tekpreneur Infosystems	1.20 LPA	1	26
4	SMT Pvt. Ltd.	2.16 LPA	1	22
5	Trade India Research	1.08 LPA	1	30

10-Oct-2016

Mr. ADITYA PRAKASH SRIVASTAVA

Dear ADITYA

We are pleased to award you a Project Traince assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

You need to complete all phases of ESD program successfully.

- This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course. 2.
- During this assignment, you will be paid a stipend for your services of Rs. 10,000/- Per Month (Rupees Ten Thousand only) subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.
- On successful completion of assignment as Project Trainee, you will be deployed as Junior Software Engineer for a Probation Period of 12 months.
- During your stint as Junior Software Engineer, you will be paid a gross compensation of Rs. 3.00 Lacs Per Annum (Rupees Three Lakhs only) subject to Income Tax and other statutory deductions at applicable rates from time to time at source. A separate appointment letter will be issued at that point in time which will give the details of compensation stack up and other
- Upon successful completion of probation period of 12 months, you will be confirmed as Software Engineer or Equivalent.
- The Company reserves the right to decide your joining location / assign you on assignments to any locations, departments or units of the Company or its Associate companies, Subsidiaries, Group Companies or Customer locations, whether in India or abroad.
- The Company reserves the right to assign you to work in any technology / skills / domain / job profile as per company's requirement.

9. Work Timings

At Zensar we work five days a week, Monday through Friday. The Company will have its normal business hours from 0900 hrs to 1800 hrs with a Lunch Break of 30 minutes. Since we cater to global clients that may operate on a 24 x 7 basis, associates may be required to work at Non standard hours; Your work timing would be intimated by your manager. You shall provide details regarding the utilisation of your time by entering the same into Zensar's e-job card.

 You would also be executing an Undertaking with the Company on the successful completion of your assignment as a Project Trainee.

We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.

Sanjeeva Maithani

Associate Vice President -HR

ACCEPTED:

SIGNATURE:

NAME

Aditya Prakash Srivastava.

Accepted

10-Oct-2016

Ms. ANKITA PRIYADARSHANI

Dear ANKITA

We are pleased to award you a Project Trainee assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.

- This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
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For Zensar Technologies Ltd.

Sanjeeva Maithani

Associate Vice President -HR

ACCEPTED:

SIGNATURE:

ANKITA PRIYADARSHANIZ NAME 9589995925 8305638805

10-Oct-2016

Mr. DARSHAN BHALERAO

Dear DARSHAN

We are pleased to award you a Project Trainee assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

You need to complete all phases of ESD program successfully.

- This assignment will be for a period of approximately 3 (Three) months beginning from your date 2. of joining, which will be communicated to you in due course.
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For Zensar Technologies Ltd.

Sanjeeva Maithani

Associate Vice President -HR

ACCEPTED:

SIGNATURE:

NAME

Accepted

10-Oct-2016

Ms. KHUSHBOO PAL

Dear KHUSHBOO

We are pleased to award you a Project Trainee assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You need to complete all phases of ESD program successfully.

- 2. This assignment will be for a period of approximately 3 (Three) months beginning from your date of joining, which will be communicated to you in due course.
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We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.

Sanjeeva Maithani

Associate Vice President -HR

ACCEPTED: Ye

SIGNATURE: MANNE

NAME Khushboo Pal 9981134516

10-Oct-2016

Ms. ROSHNI KANJANI

Dear ROSHNI

We are pleased to award you a **Project Traince** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

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For Zensar Technologies Ltd.

Sanjeeva Maithani

Associate Vice President -HR

ACCEPTED:

SIGNATURE:

NAME



Dear Vikash Sahu,

Date: 03/04/2017

Congratulation and welcome to Aripra Family!!!

It's our pleasure to inform you that you have been selected to work with Aripra as "TraineeSoftware Engineer" during your college campus recuritment (held on 1st April 2017).

Aripra is a software products and engineering company with vast experience in building and implementing software products and solutions. Aripra also serve as an offshore partner of many clients.

Having successfully delivered several product development assignments using various leading edge technologies, Aripra is recognized for providing the technology core for its software products clients.

As communicated during presentation in college, your monthly gross emoluments would be Rs 10,000/pm for first 12month from the date of joining and after that a minimum of Rs 14,000/pm for next 12months or more based on your performance. You would be under training &probation for a period of 3 months from date of joining and once it's over you will be "Associate Software Engineer".

Important Term & Conditions -

- There will be 18months of Bond from the date of joining.
- You will have to submit your last semester original marksheet along with 10th / 12th original marksheets. These will be safe with us and will serve as gunratee for you and no other cheque or money is needed.

Accepted du

We hope that you will enjoy your assignments at Aripra and look forward to your contributions in adding significant value to the organization, its deliverables, culture, practices and modus operandi.

We look forward to your acceptance of this offer. Welcome aboard!

Sincerly,

Managing Director - Aripra Infotech Pvt-Ltd.

For,

Vikash Sahu

Date: 4/04/17 Place Indore
Sign: Accepted Shah



Dear Khushboo Kumari,

Date: 03/04/2017

Congratulation and welcome to Aripra Family!!!

It's our pleasure to inform you that you have been selected to work with Aripra as "TraineeSoftware Engineer" during your college campus recuritment (held on 1st April 2017).

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Accepted Khushboo



We hope that you will enjoy your assignments at Aripra and look forward to your contributions in adding significant value to the organization, its deliverables, culture, practices and modus operandi.

We look forward to your acceptance of this offer. Welcome aboard!

Sincerly,

Managing Director - Aripra Infotech Pvt Ltd.

For,

Khushboo Kumari

Date: 4/4/2017 Place: Indore.

Sign: Khushboo Marialia



Dear Ankita Priydarshani,

Date: 03/04/2017

Congratulation and welcome to Aripra Family!!!

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Durita 4.4.17



We hope that you will enjoy your assignments at Aripra and look forward to your contributions in adding significant value to the organization, its deliverables, culture, practices and modus operandi.

We look forward to your acceptance of this offer. Welcome aboard!

Sincerly,

Managing Director = Aripra Infotech Pvt Ltd.

For,

Ankita Priydarshani

Date: ----- Place: Indose

Sign: - Ankita (accepted)



Dear GauravAgrawal,

Date: 03/04/2017

Congratulation and welcome to Aripra Family!!!

It's our pleasure to inform you that you have been selected to work with Aripra as "TraineeSoftware Engineer" during your college campus recuritment (held on 1st April 2017).

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Accepted
-CAI.



We hope that you will enjoy your assignments at Aripra and look forward to your contributions in adding significant value to the organization, its deliverables, culture, practices and modus operandi.

We look forward to your acceptance of this offer. Welcome aboard!

Sincerly,

Managing Director – Aripra Infotech Pvt Ltd.

For,

Gaurav Agrawal

Date: ------ Place: -----

sign: Ullepted

04/04/17



Dear MurtazaMerchant,

Date: 03/04/2017

Congratulation and welcome to Aripra Family!!!

It's our pleasure to inform you that you have been selected to work with Aripra as "TraineeSoftware Engineer" during your college campus recuritment (held on 1st April 2017).

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We look forward to your acceptance of this offer. Welcome aboard!

Sincerly,

Managing Director - Aripra Infotech Pvt-Ltd.

For,

Murtaza Merchant

Date: 04/64/13 Place: Indore.
Sign: Accepted Among 17



Appointment Letter

Date: 10 April 2017

Dear Miss. Ekta Sahu

With reference to your application and subsequent interview with us, we are pleased to appoint you as <u>Jr. Android Developer</u> in our organization on the following terms and conditions.

Date of Joining: You will join us on 1 May 2017.

Salary: Your annual total employment cost will be started from 1st May 2017 to the company which would be <u>96,000 (Ninety Six thousand rupees only)</u> the details of which is been given in the Annexure attached below.

Probation/Confirmation: You will be on a Probation period for the Three months from the date of joining as permanent employee. Based on your performance your services will be confirmed with the company in written after three months.

During the probation period your services can be terminated with seven days' notice on either side and without any reasons what so ever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and there after your services can be terminated on one month notice on either side.

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

Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. You will be eligible to get 1 leave in a month which will be paid leave but there need any urgent or genuine reason to take this leave.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

- 1. 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.
- 2. You will be required to maintain most secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
- 3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

- 4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
- 5. 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.
- 6. 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 dealing with the company and if you are offered any, you should immediately report the same to the Management.
- 7. This appointment 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 appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 8. 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.
- 9. You should commit company for at least 1 year service after Join company, if you will break commitment before 1 year so company will not provide you last month salary and any documentation and also can take legal action under govt. rules.

10. Company appraisal policy is 1 year, so every year you will get salary appreciation on the behalf your performance.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to The TekPreneur Info Systems family and look forward to a fruitful collaboration.

With best wishes,

Vikram Bana

CEO &

TekPreneur Info Systems.

Signature



Super Microsoft Technology Private Limited



(TOWARDS INSPIRING TECHNOLOGY)

(An ISO 9001) 2008 & 27001:2013 Certified Company)
10-35, 2nd Floor, Sector-2 Noidh-201301 [Near PM Radio Building]
10-35, 2nd Floor, Sector-2 Noidh-201301 [Near PM Radio Building]

LETTER OF INTENT

Reference No.: SMT2K17088

Date: 26 Oct, 2016

Mr. Manoj Kaushik HR Head SMT Pvt Ltd, D-35, Sec 2 Noida, UP 201301

Dear Vipul Prajapati Congratulations.

We are pleased to offer you an employment with us based on the interview and discussions you had with us on the campus drive held on 07-10-2016 at LNCT, Indore by SMT Pvt Ltd. Details of terms and conditions of the offer are as under.

- 1. You are designated as Engineer Trainee and will be based at our Noida centre.
- 2. Your date of commencement of Employment will be on or after 10 Jan 2017.
- 3. You will be on training period for first 6 months for that you will be provided with stipend 7000 per month.
- 4. You will be entitled to receive the compensation and benefits of ctc 2.16-3 Lakh per annum which is directly as per your performance.
- 5. You will be on probation for a period of one year from the date of joining.
- 6. Please bring the below listed documents/ details on the day of joining.
 - 1. Attested copy of your ID.
 - 2. Attested copy of all your documents and certificates from class X to Graduation with the original certificates for verification.
 - 3. 4 passport size recent photograph.
- 7. Your offer letter will be provided on the date of joining.

Super Microsoft Technology Pvt. Ltd.

Super Microsoft Technology Private Limited



(TOWARDS INSPIRING TECHNOLOGY)

(An ISO 9001: 2008 & 27001:2013 Certified Company) D-35, 2nd Floor, Sector-2 Noida-201301 [Near FM Radio Building] M: +91 9291632725, +91 9599033129

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- 7. Your offer letter will be provided on the date of joining.

Super Microsoft Techpology Pvt. Ltd.

Hr. Department

10-Oct-2016

Ms. SIMARJEET KOUR

Dear SIMARJEET

We are pleased to award you a **Project Traince** assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

- 1. You need to complete all phases of ESD program successfully.
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We look forward to a meaningful and mutually satisfying professional relationship.

We request you to sign copy of this letter in token of your acceptance of this offer and commitment to join the said assignment on the date to be communicated to you later on.

For Zensar Technologies Ltd.

Sanjeeva Maithani

Associate Vice President -HR

ACCEPTED:

SIGNATURE:

NAME



TRADE MDIA RESEARCH

308, 5th Floor, Kanchansaga: Apt., Near Industry House, A.B. Road, INDORE

06-02-2017

Ms.Pooja Meena, 8-O Gulab Singh Meena

DAT Ma. PLANES

With reference to your application and subsequent interview with us, we are pleased to appoint your us. IIR Recruiter in our organization on the following terms and conditions

Date of Joining: You have joined us on 06-02-2017

Salary: CTC 108000LPA + Incentive.

Probation/Confirmation: You will be on a Probation period for the six months. Based on your performance your services will be confirmed with the company in written after six months & yes need to work with the company for Minimum of 6 Months before resigning to an algorithm.

- During the probation period your services can be terminated with seven disside and without any reasons whatsoever It your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.
- Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your nenson the servers and the same shall automatically come to an end without any none of the servers.
- 50 % of target is mandatory in any case.
- After 6 Months, You have to serve I (one) Month prior police or salary in lieu thereof for leaving the organization & the management reserve the right in its sole discretion of terminating your service after giving notice of one day.
- * If you want to leave the organisation on immediate hasts in thousand a period). You need to buy the 30 days' notice period and have to repay training among with your 1 month basic salary.
- · Your whole the & attention will be devoted to the interest of the company & you shall not expect our other liverprise or Business.

- It is will not disclose to any person, firm or body corporate, without approval from the appropriate authority of the Company, any Information & trade secrets of the company, and of the company's clients where you are posted.
- Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. Management is having an authority to change the leave policy whenever it feels necessary.
- Ve per tite company policy I paid leave per month shall be provided to the employee, you are entitled for 12 day, leave every calendar year i.e. One Day leave per Month Only. Sanction to the requested leaves shall depend upon the management's decision and situation.
- Continue leave after Public holiday calculate as unpaid leaves. If you take leave for 3 days based on medical grounds, you need to submit the medical certification from the Certified Medical Practitioner.

Physical & Montal Fitness: You need to mention all the medical or ailments if any before tuning. In case of any disease or ailments, you need to submit the medical reports regarding it.

Substance abuse or misuse: Smoking and Alcohol etc are not permitted in Office premises owned or leased vehicles or buildings.

Performance Improvement:

monthly will undergo a discussion with his her superior and HR in order to find out the reason for having not performed well.

He /She would go through Performance Improvement for I month (Review Period) which would help him/her to improve the performance and match the target or standard.

- 2. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any work of the Company. Further, you will not take up any other employment or assignment or any work of the Company of the any consideration, in each or in kind or otherwise, without the prior written permission of the Company.
- 3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public is you even thereafter.
- 4. Let any take in our apinion, which is final in the matter you are found non-performer or gargy of trand, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or from duty without permission or any other conduct considered by

of violation of one or more terms of this letter, your services may be terminated without notice of the acts or omission the company shall be entitled to teye of the acts or omission the company shall be entitled to teye of the Amares from your

5. This appointment 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 appointment, the Management may take such action as it deems for in its sole discretion, including termination of your surgicism.

6. 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.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to Trade India Research family and look forward to a fruitful collaboration

Alta real wishers.

For Trade India Research, Indore

July Shokk

Manager-Human Resource

. Read & Accepted