

Criteria	5 – Student Support and Progression
Key Indicator	5.2- Student Progression
Metric	<i>5.2.1- Percentage of placement of outgoing students and students progressing to higher education during the last five years</i>
	5.2.1.1- Number of outgoing students placed and/or progressed to higher education year wise during the last five years 5.2.1.2- Number of outgoing students year wise during the last five years

SESSION (2018-19)



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WEST BENGAL- 700001, INDIA.
Mob: 9337856013

CIN: U31300WB1994PTC199074

Ref: TC/2018-19/201

2.01.2019

To,

Chandrasen Khara
RITE, Bhubaneswar

Dear Chandrasen,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

- Annual gross salary will be 1.2 lakh (One lakh twenty thousand only).
- Probation period: Six months, after that your job can be permanent basing on your performance.
- You will be abide by all rules and regulations of the company applicable to other employees of your status.

You are required to join on duty on or before 29th April, 2019. Please bring all of your original documents like your certificates, PAN card, Aadhar card and three pass port size photographs.

We look forward you to join in our organization as a member of Tirupati Conductors.

Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/202

2.01.2019

To,

Jagat Kumar Sahu
RITE, Bhubaneswar

Dear Jagat,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/203

2.01.2019

To,

Rudradeba Samal
RITE, Bhubaneswar

Dear Rudradeba,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
Rudbhatishna Institute of Technology
and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/204

2.01.2019

To,

Debabrata Kuanar
RITE, Bhubaneswar

Dear Debabrata,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/205

2.01.2019

To,

Dibyajyoti Das
RITE, Bhubaneswar

Dear Dibyajyoti,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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Ref: TC/2018-19/206

2.01.2019

To,

Hisan Kumar Sahoo
RITE, Bhubaneswar

Dear Hisan,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/207

2.01.2019

To,

Parag Priyadarshan Behera
RITE, Bhubaneswar

Dear Parag,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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and Engineering, Bhubaneswar

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Ref: TC/2018-19/208

2.01.2019

To,

**Parthasarathi Senapati
RITE, Bhubaneswar**

Dear Parthasarathi,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

**Principal!
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**

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Ref: TC/2018-19/209

2.01.2019

To,

**Priyaranjan Palai
RITE, Bhubaneswar**

Dear Priyaranjan,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

**Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**

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CIN: U31300WB1994PTC199074

2.01.2019

Ref: TC/2018-19/210

To,

Rajkishore Behera
RITE, Bhubaneswar

Dear Rajkishore,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/211

2.01.2019

To,

Rishabh Kumar Ray
RITE, Bhubaneswar

Dear Rishabh,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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CIN: U31300WB1994PTC199074

2.01.2019

Ref: TC/2018-19/212

To,

Sanjib Kumar Mahanta
RITE, Bhubaneswar

Dear Sanjib,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/213

2.01.2019

To,

Suryakanta Kalapahad
RITE, Bhubaneswar

Dear Suryakanta,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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and Engineering, Bhubaneswar

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/214

2.01.2019

To,

Ajay Kumar Behera
RITE, Bhubaneswar

Dear Ajay,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Authorized Signatory

Senior Manager -HR

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CIN: U31300WB1994PTC199074

2.01.2019

Ref: TC/2018-19/215

To,

Bikrama Kesari Sahu
RITE, Bhubaneswar

Dear Bikrama,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/216

2.01.2019

To,

**Rupesh Mahanta
RITE, Bhubaneswar**

Dear Rupesh,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

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Thanking you,

Authorized Signatory

Senior Manager -HR


Principal
**Kedbhakshna Institute of Technology
and Engineering, Bhubaneswar**

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CIN: U31300WB1994PTC199074

Ref: TC/2018-19/217

2.01.2019

To,

Shankar Mallik
RITE, Bhubaneswar

Dear Shankar,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

- a) Annual gross salary will be 1.2 lakh (One lakh twenty thousand only).
- b) Probation period: Six months, after that your job can be permanent basing on your performance.
- c) You will be abide by all rules and regulations of the company applicable to other employees of your status.

You are required to join on duty on or before 29th April, 2019. Please bring all of your original documents like your certificates, PAN card , Aadhar card and three pass port size photographs.

We look forward you to join in our organization as a member of Tirupati Conductors.

Thanking you,

Authorized Signatory

Senior Manager -HR


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

TIRUPATI CONDUCTORS PVT. LTD

Corp Office : PLOT NO.-S-3/A-3, SECTOR-A, ZONE-B, MANCHESWAR INDUSRIALESTATE,
BHUBANESWAR - 751017, KHORDHA, ODISHA, INDIA.



**TIRUPATI
CONDUCTORS**
Pvt Ltd.



Manufactures of Electrical Wires, Cables,
Aluminium & Aluminium Alloy Wire Rods

Regd. Office : 7 MANGO LANE,
GROUND FLOOR,
ROOM NO-69, KOLKATA,
WEST BENGAL- 700001, INDIA.
Mob: 9337856013

CIN: U31300WB1994PTC199074

Ref: TC/2018-19/218

2.01.2019

To,

Abhisek Behera
RITE, Bhubaneswar

Dear Abhisek,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

- Annual gross salary will be 1.2 lakh (One lakh twenty thousand only).
- Probation period: Six months, after that your job can be permanent basing on your performance.
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Thanking you,

Authorized Signatory

Senior Manager -HR

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

TIRUPATI CONDUCTORS PVT. LTD

Corp Office : PLOT NO.-S-3/A-3, SECTOR-A, ZONE-B, MANCHESWAR INDUSTRIAL ESTATE,
BHUBANESWAR - 751017, KHORDHA, ODISHA, INDIA.



**TIRUPATI
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WEST BENGAL- 700001, INDIA.
Mob: 9337856013

CIN: U31300WB1994PTC199074

Ref: TC/2018-19/219

2.01.2019

To,

**Bikram Keshari Jena
RITE, Bhubaneswar**

Dear Bikram,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

- a) Annual gross salary will be 1.2 lakh (One lakh twenty thousand only).
- b) Probation period: Six months, after that your job can be permanent basing on your performance.
- c) You will be abide by all rules and regulations of the company applicable to other employees of your status.

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We look forward you to join in our organization as a member of Tirupati Conductors.

Thanking you,

Authorized Signatory

Senior Manager -HR

**Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**

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BHUBANESWAR - 751017, KHORDHA, ODISHA, INDIA.



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Mob: 9337856013

CIN: U31300WB1994PTC199074

Ref: TC/2018-19/220

2.01.2019

To,

**Biswajit Rath
RITE, Bhubaneswar**

Dear Biswajit,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

- a) Annual gross salary will be 1.2 lakh (One lakh twenty thousand only).
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We look forward you to join in our organization as a member of Tirupati Conductors.

Thanking you,

Authorized Signatory

Senior Manager -HR

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Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**

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BHUBANESWAR - 751017, KHORDHA, ODISHA, INDIA.



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Mob: 9337856013

CIN: U31300WB1994PTC199074

Ref: TC/2018-19/221

2.01.2019

To,

**Jagannath Pradhan
RITE, Bhubaneswar**

Dear Jagannath,

We are pleased to offer you a job as a GET (Graduate Engineer Trainee) in our organization. We think that your experience and skills will be a valuable asset to our organization.

If you are ready to accept this offer you will be eligible to the following in accordance to our company's policies:

- a) Annual gross salary will be 1.2 lakh (One lakh twenty thousand only).
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We look forward you to join in our organization as a member of Tirupati Conductors.

Thanking you,

Authorized Signatory

Senior Manager -HR

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Corp Office : PLOT NO.-S-3/A-3, SECTOR-A, ZONE-B, MANCHESWAR INDUSRIALESTATE,
BHUBANESWAR - 751017, KHORDHA, ODISHA, INDIA.

Principal
**Radbhakrishna Institute of Technology
and Engineering, Bhubaneswar.**

Ref: JRG/2018-19/151

To ,
Binayak Patra
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Binayak,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer, the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

Your appointment is subject to following terms & conditions.

- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
- (ii) You will be on probation for a period of six months from your date of joining. Your services may be confirmed depending on your performance during the probationary period.
- (iii) You will abide by all rules and regulations of the Company applicable to other employees of your Status.
- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.



Authorized Signatory



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627
Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha
P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/152

Date: 29.12.2018

To ,
Biswajit Behera
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Biswajit ,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


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and Engineering, Bhubaneswar

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Ref: JRG/2018-19/153

Date: 29.12.2018

To ,
Mukesh Kumar Routray ,
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Mukesh,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


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Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/154

Date: 29.12.2018

To ,
Purnima Sethi
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Purnima ,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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CIN No.: U28999OR 2001PTC 006827

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/155

Date: 29.12.2018

To ,
Rabi Baroi
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Rabi ,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

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P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/156

Date: 29.12.2018

To ,
Hiralal Mohanty
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Hiralal,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/157

Date: 29.12.2018

To ,
Debasis Mohanty
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Debasis,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


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Ref: JRG/2018-19/158

Date: 29.12.2018

To ,
Sunil Kumar Dalai
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Sunil,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.


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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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Ref: JRG/2018-19/159

Date: 29.12.2018

To ,
Purnyendu Gain
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Purnyendu,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer, the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
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Ref: JRG/2018-19/160

Date: 29.12.2018

To ,
Surya Narayan Mishra
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Surya,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer, the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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Ref: JRG/2018-19/161

Date: 29.12.2018

To ,
Abhisek Das
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Abhisek,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer. the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.

Authorized Signatory

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

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Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapi_pp@hotmail.com



Ref: JRG/2018-19/162

Date: 29.12.2018

To ,
Bibekananda Mohanty
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Bibekananda,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer. the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/163

Date: 29.12.2018

To ,
Sabyasachi Das
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Sabyasachi,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

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- (iii) You will abide by all rules and regulations of the Company applicable to other employees of your Status.
- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/164

Date: 29.12.2018

To ,
Sagar Naik
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Sagar,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer. the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

Your appointment is subject to following terms & conditions.

- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
- (ii) You will be on probation for a period of six months from your date of joining. Your services may be confirmed depending on your performance during the probationary period.
- (iii) You will abide by all rules and regulations of the Company applicable to other employees of your Status.
- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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Ref: JRG/2018-19/165

Date: 29.12.2018

To ,
Sipun Kumar Pradhan
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Sipun,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer, the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

Your appointment is subject to following terms & conditions.


- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,

For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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Ref: JRG/2018-19/166

Date: 29.12.2018

To ,
Tanwir Alam
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Tanwir,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer. the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

Your appointment is subject to following terms & conditions.

- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
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- (iii) You will abide by all rules and regulations of the Company applicable to other employees of your Status.
- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/167

Date: 29.12.2018

To ,
Sourav Prakash Kanungo
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Sourav,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.


You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer, the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

Your appointment is subject to following terms & conditions.

- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
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- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 250 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/168

Date: 29.12.2018

To,
Satyabrata Pattanayak
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Satyabrata,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer, the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.

Your appointment is subject to following terms & conditions.

- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
- (ii) You will be on probation for a period of six months from your date of joining. Your services may be confirmed depending on your performance during the probationary period.
- (iii) You will abide by all rules and regulations of the Company applicable to other employees of your Status.
- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhatrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com



Ref: JRG/2018-19/169

Date: 29.12.2018

To ,
Manas Behera
RITE, Bhubaneswar

OFFER FOR APPOINTMENT

Dear Manas,

This has reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** in our organization.

You are required to report for duty on or before **26.04.2019**. If you fail to join by the said date of this offer. the same will be automatically cancelled and deemed to have been withdrawn unless extended by us in writing.


Your appointment is subject to following terms & conditions.

- (i) Your Annual CTC will be Rs.1.62 LPA (One lakh sixty two thousand only)
- (ii) You will be on probation for a period of six months from your date of joining. Your services may be confirmed depending on your performance during the probationary period.
- (iii) You will abide by all rules and regulations of the Company applicable to other employees of your Status.
- (v) You are requested to submit the photocopies of your testimonials, address/ identity proof & 3 nos. of passport size photographs and photocopies of documents in support of your experience to Department at the time of your joining in our organization.

We look forward for you to join in our organization as a member of JRG Developers and we wish you for par excellence in your career with us.

Yours truly,
For JRG Developers Pvt. Ltd.


Authorized Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

JRG DEVELOPERS PVT. LTD.

CIN No.: U28999OR 2001PTC 006627

Regd. Office: Gupta Niwas, Cuttack Road, Bhubaneswar-751006, Odisha

P: +91 674 258 5859, F: +91 674 258 7585, E: kapl_pp@hotmail.com

To

Sweta Mahapatra
Bhubaneswar

Date: 11.04.2019

Sub: OFFER LETTER

Dear Ms. Mahapatra,

With furtherance to your last meeting, we are pleased to offer you a position in Gupta Power Infrastructure Limited as **Trainee Engineer (Civil)** in our **EPC Division**.

A detailed appointment letter, containing the terms and conditions and compensation details, and other statutory deductions as discussed and agreed with you, will be issued to you, one month after your date of joining upon acceptance of this offer letter.

The above offer is valid subject to satisfactory reference checks and on production of relieving certificate from previous employer along with proof of last drawn salary.

During probation period your Notice Period for discontinuation of services will be **one month**. However, on confirmation of your services the Notice Period would be 3 months.

You have to use your own bike for conveyance at site. Company will provide fuel reimbursement for official use of your bike only as per existing policy. Accommodation at site will have to be arranged at your own risk and cost.

Further it is informed that no leave will be allowed for one month from the date of joining except in case of medical emergencies.

You are requested to join us on **11.04.2019**

Please carry the following documents at the time of your joining:


- Copy of all Academic Certificates (self attested);
- Proof of Residence (self attested);
- Relieving letter from last employer (self attested);
- Salary slip of previous two months (self attested);
- 2 recent passport sized color photographs (self attested);
- Bank statement of previous six months (attested by the bank)
- Photocopy of your aadhaar card (self attested).

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

We welcome you to GPIL family and look forward to a long and mutually beneficial association.

Thanking You,

For, Gupta Power Infrastructure Limited


Sonalika Misra
(Sr. Manager-HR)




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

GUPTA POWER INFRASTRUCTURE LIMITED

Corporate Office: Cuttack Road, Bhubaneswar 751 006, Odisha Tel.: 0674 2313898, 2312945. Fax: 0674 2312083

Regd. Office : EN 62, Sector V, 7th Floor, Salt Lake City, Kolkata 700 091 Tel.: +91-33-40657348

Email: info@guptapower.com, rhino@guptapower.com Toll Free No.: 1800-200-1176



Ref. No-KAPL/OL-0151/2018-19

Date: 27.12.2018

To,

Sobhan Meher

RITE, Bhubaneswar

Offer Letter

Dear Mr. Sobhan Meher

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



KUNJ ALLOYS

Kunj Alloys Private Limited Works: Plot Number 8, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 258585
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0152/2018-19

Date: 27.12.2018

To,

Basanti Baskey

RITE, Bhubaneswar

Offer Letter

Dear Ms. Basanti Baskey

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

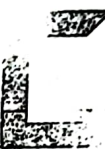
1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar


KUNJ ALLOYS
Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
CIN No.: U27203WB2000PTC188153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 258585
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0153/2018-19

Date: 27.12.2018

To,

Bhagabat Sahoo

RITE, Bhubaneswar

Offer Letter

Dear Mr. Bhagabat Sahoo

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.


On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport.Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 258585
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0154/2018-19

Date: 27.12.2018

To,

Debiprasad Baral

RITE, Bhubaneswar

Offer Letter

Dear Mr. Debiprasad Baral

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



KUNJ ALLOYS

Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R1ZX Work Phone +91 674 2581169 / 2585859 Fax: +91 674 258585
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0155/2018-19

Date: 27.12.2018

To,

Sai Sangita Nayak

RITE, Bhubaneswar

Offer Letter

Dear Ms. Sai Sangita Nayak

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

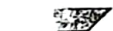
1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,

Vineet M Gupta
Director

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



KUNJ ALLOYS

Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
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E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0156/2018-19

Date: 27.12.2018

To,

Bikram Keshari Jena

RITE, Bhubaneswar

Offer Letter

Dear Mr. Bikram Keshari Jena

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



KUNJ ALLOYS

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E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0157/2018-19

Date: 27.12.2018

To,

Biswajit Rath

RITE, Bhubaneswar

Offer Letter

Dear Mr. Biswajit Rath

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,

Vineet M Gupta
Director

Principal
Bachchan Institute of Technology
and Engineering, Bhubaneswar



Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odish
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 70016
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 258581
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0158/2018-19

Date: 27.12.2018

To,

Rusi Prasad Nayak

RITE, Bhubaneswar

Offer Letter

Dear Mr. Rusi Prasad Nayak

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
CIN No.: U27203WB2000PTC189153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 874 2581189 / 2585859 Fax: +91 874 258585
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0159/2018-19

Date: 27.12.2018

To,

Ansuman Mohanty

RITE, Bhubaneswar

Offer Letter

Dear Mr. Ansuman Mohanty

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

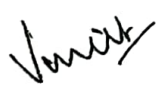
We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Manchaswar Industrial Estate, Bhubaneswar - 751 010, Odisha
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 700161
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R12X Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 258585
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0160/2018-19

Date: 27.12.2018

To,

Bikash Kumar Pradhan

RITE, Bhubaneswar

Offer Letter

Dear Mr. Bikash Kumar Pradhan

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

We would expect you to join on or before by 26th April, 2019 beyond which the offer would stand withdrawn, unless an extended joining date is mutually agreed.

On the date of your joining, you shall bring the following documents:

1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,


Vineet M Gupta
Director


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



KUNJ ALLOYS

Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odish
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 70016
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 25858
E-mail: kapl_pp@hotmail.com



Ref. No-KAPL/OL-0161/2018-19

Date: 27.12.2018

To,

Naresh Paharia

RITE, Bhubaneswar

Offer Letter

Dear Mr. Naresh Paharia

With reference to your application and subsequent interview with us, we are pleased to offer you the position of JR. ENGINEER (CIVIL) in our organization at CTC of 1.20 Lakhs per annum.

All other terms & conditions will be applicable as per the company's policy prevailing at the time of employment.

This offer has been made based on the information furnished by you. However if there is any discrepancy in the documents or certificates given by you as proof of the above, we retain the right to review our offer of employment.

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1. Proof of identity
2. Copies of Educational Certificates
3. Copies of professional Certificates
4. 3 passport Size photographs
5. Updated Curriculum Vitae

Please confirm your acceptance by sharing with us the signed scan copy this offer letter.

For Kunj Alloys (P) Ltd.,

Vineet M Gupta
Director



KUNJ ALLOYS

Kunj Alloys Private Limited Works: Plot Number 9, Sector A, Zone B, Mancheswar Industrial Estate, Bhubaneswar - 751 010, Odish
Registered Office: Astra Towers, 2C/1 Action Area II C, Rajarhat, Kolkata (West Bengal), Parganas North, Pin: 70016
CIN No.: U27203WB2000PTC199153 GSTIN: 21AABCK7394R1ZX Work: Phone +91 674 2581169 / 2585859 Fax: +91 674 25858
E-mail: kapl_pp@hotmail.com

ORISOL POWER

478/479, NUABAH, NAYAPALLI, BHUBANESWAR, PIN-751012, ODISHA, INDIA.



An ISO 9001:2015 Certified



An ISO 14001:2015 Certified

JOINING LETTER

Date: 18-02-2019

To

Rupesh Mahanta

Keonjhar, Odisha.

Dear Rupesh,

We are pleased to inform you that you have been appointed for the position of Electrical Engineer Trainee for a period of 3 months at Orisol Power, Odisha, India.

This job position will be permanent upon successful completion of your training.

You are to require to report on 20th February 2019 at our office at 10.30 AM for your joining with all documents mentioned below:

1. One colour size passport photograph
2. Aadhar card photocopy
3. All academic certificate photocopies.

Package of your salary is mentioned below:

Basic Salary: Rs 6,500/- per month

Fuel Allowances: Rs 1,000/- per month

Mobile Connection Allowance: Rs 500/- per month

You are also requested to confirm your acceptance to this job offer via email as well as in hard copy.

Thanking You

For Orisol Power



Authorised Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

ORISOL POWER

478/479, NUASAH, NAYAPALLI, BHUBANESWAR, PIN-751012, ODISHA, INDIA.



An ISO 9001:2015 Certified



An ISO 14001:2015 Certified

JOINING LETTER

Date: 18-02-2019

To

Abhisek Behera

Keonjar, Odisha.

Dear Abhisek,

We are pleased to inform you that you have been appointed for the position of Electrical Engineer Trainee for a period of 3 months at Orisoal Power, Odisha, India.

This job position will be permanent upon successful completion of your training.

You are to require to report on 20th February 2019 at our office at 10.30 AM for your joining with all documents mentioned below:

1. One colour size passport photograph
2. Aadhar card photocopy
3. All academic certificate photocopies.

Package of your salary is mentioned below:

Basic Salary: Rs 6,500/- per month

Fuel Allowances: Rs 1,000/-per month

Mobile Connection Allowance:Rs 500/- per month

You are also requested to confirm your acceptance to this job offer via email as well as in hard copy.

Thanking You

For Orisol Power

Authorised Signatory




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

ORISOL POWER

478/479, NUASAH, NAYAPALLI, BHUBANESWAR, PIN-751012, ODISHA, INDIA.



JOINING LETTER

Date: 18-02-2019

To

Shankar Mallick

Keonjar, Odisha.

Dear Shankar,

We are pleased to inform you that you have been appointed for the position of Electrical Engineer Trainee for a period of 3 months at Orisoal Power, Odisha, India.

This job position will be permanent upon successful completion of your training.

You are to require to report on 20th February 2019 at our office at 10.30 AM for your joining with all documents mentioned below:

1. One colour size passport photograph
2. Aadhar card photocopy
3. All academic certificate photocopies.

Package of your salary is mentioned below:

Basic Salary: Rs 6,500/- per month

Fuel Allowances: Rs 1,000/-per month


Mobile Connection Allowance:Rs 500/- per month

You are also requested to confirm your acceptance to this job offer via email as well as in hard copy.

Thanking You

For Orisol Power

Authorised Signatory


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Ref: TCSL/DT20184550639/1236728/Kolkata

Date: 26 April 2019

MS. SANGHAMITRA SWAIN
Barimundai, Badanininga Balanga,
Badanininga, Puri,
Odisha-752121.
Tel# 917536944461

Sub: Joining Letter

Dear Ms. Sanghamitra Swain,

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


We are pleased to inform you that your joining date at TCSL will be **06th May 2019** and your training location is **Ahmedabad**. We are pleased to inform you that your work location is **Kolkata** and your stream is **EAS**. This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:45 AM** on the date mentioned above.

Tata Consultancy Services
IT/ITES SEZ.,
PLOT # 41, Gandhinagar, Gujarat,
Ahmedabad, Gujarat-382009.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad
Phone: 07961707188
Email Id: vineet.kakkad@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Private and Confidential

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Akruti Business Port, Gateway Park, Road NO. 13, MIDC, Andheri, Mumbai 400 093 India

Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Page | 1



TCS Xperience Program

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

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

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

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

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

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

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development



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

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

3rd June 2019

Miss. SUSHMA GIRI
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear SUSHMA,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQTT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.
You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**

Tony Jacob Joseph
Assistant Vice President | Human Resources

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

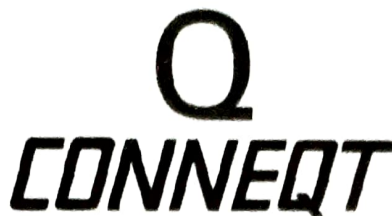
I accept the terms of this letter

Day

[Signature]

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1 & 3/1, GOWRA TRINITY, CHIRAN FORT LANE, BEGUMPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: +91 40003 81045

CIN: U64200TG1895PLC044069, WWW.CONNEQT.CORP.COM

A SUBSIDIARY OF QUESS CORP



Company Confidential

3rd June 2019

Mr. SURAJ KUMAR CHOUDHURY
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear **SURAJ**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

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This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
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Basic Salary	4842.00	58104.00
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B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Kadhatrishna Institute of Technology
and Engineering, Bhubaneswar

CONNECT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1 & 3/1, GOWRA TRINITY, CHIRAN FORT LANE, BEGUMPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: +91 40663 57045

CIN: U04200TG1995PLC044069, WWW.CONNECTCORP.COM

A SUBSIDIARY OF QUESS CORP

3rd June 2019

Mr. SNEHIL KUMAR
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **SNEHIL**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQ Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Q CONNEQT

BUSINESS SOLUTIONS LIMITED

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You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

[Signature]

[Signature]
Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1 & 371, GOWRA TRINITY, CHIRAN FORT LANE, BECOMPET, HYDERABAD 500003, TEL: 0800 000 0000, TEL: 91 98663 87045

CIN: U64200TG1995PLC044069, WWW.CONNEQTGROUP.COM

A SUBSIDIARY OF QUES GROUP

3rd June 2019

Mr. SIBA PRASAD MOHARANA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **SIBA PRASAD**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

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The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

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- PAN Card and Aadhar Card
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Principal
Radhakrishna Institute of Technology,
and Engineering, Bhubaneswar



Company Confidential

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Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**

Tony Jacob Joseph
Assistant Vice President | Human Resources

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

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Note :

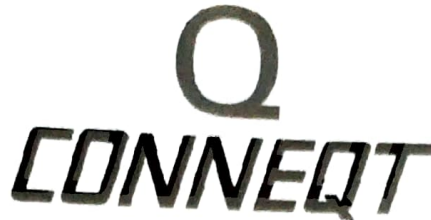
Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day

Radhakrishna
Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

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You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

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I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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CIN: U64200TG1895PLC044069, WWW.CONNEQTGROUP.COM

A SUBSIDIARY OF QUES CORP

3rd June 2019

Mr. SESHADDEV PRUSTY
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **SESHADDEV**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQCT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

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You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

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Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

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[Signature]

[Signature]
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You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

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I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Techno-
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CIN: U64200TG1895PLC044069, WWW.CONNEQT.CORP.COM

A SUBSIDIARY OF QUESSE CORP

3rd June 2019

Mr. SATYAJIT MOHAPATRA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear **SATYAJIT**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

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For
Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNQTT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

3rd June 2019

Miss. SANGHAMITRA SWAIN
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **SANGHAMITRA**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQ Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

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This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology,
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
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C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
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Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
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F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absentsing yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1-6-371, GOWRA TRINITY, CHIRAM FORT LANE, BEGUNPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: +91-40663 51045

CIN: U64200TS1995PLC044069. WWW.CONNEQT.CORP.COM

A SUBSIDIARY OF QUESST CORP

3rd June 2019

Miss. RAJALAXMI BARIK
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear **RAJALAXMI**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQ Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of **INR Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
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Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Company Confidential

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Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**

Tony Jacob Joseph
Assistant Vice President | Human Resources

Principal
Radhakrishna Institute of Technology
and Engineering, Shubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
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B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
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F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

[Signature]

[Signature]
Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



Terms and Conditions of Employment

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As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

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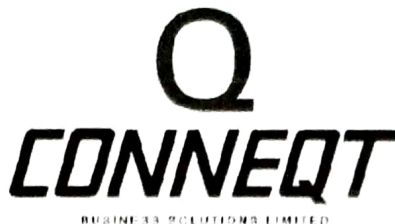
I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Company Confidential

3rd June 2019

Mr. PRIYABRATA JENA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear **PRIYABRATA,**

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

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Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Raddhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Q CONNEQT

BUSINESS SOLUTIONS LIMITED

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
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GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

[Signature]

[Signature]
Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 16/371, GOWRA TRINITY, CHIRAN FORT LANE, BEGUMPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: +91 40003 81005

CIN: U64201TG1895PLC044009. WWW.CONNEQT.CORP.COM

A SUBSIDIARY OF QUES5 CORP



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Techno
and Engineering, Bhubaneswar

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1 & 3/1, GOWRA TRINITY, CHIRAN POKI LANE, BEGUMPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: +91-4000 81045

CIN: U6420UTS1895PLC044069. WWW.CONNEQT.CORP.COM

A SUBSIDIARY OF QUES CORP

3rd June 2019

Miss. KHULANA KALTA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear KHULANA,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEXT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.



Tony Jacob Joseph
Assistant Vice President | Human Resources


Principal
Radbhaksh Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
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F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day

Principal!
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

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As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

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You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Company Confidential

3rd June 2019

Mr. GEETIKRUSHNA DAS
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **GEETIKRUSHNA,**

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

Principal
**Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

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This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act, 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
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Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
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F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day

Principal
Radhakrishna Institute of Technology
and Engineering, Shubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

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You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

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I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1 & 371, GOWRA TRINITY, CHIRAN FORT LANE, BECUMPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: +91 40603 87045.

CIN: U64201TG1995PLC044069. WWW.CONNEQT1CORP.COM

A SUBSIDIARY OF QUES5 CORP

3rd June 2019

Miss. CHIRASMITA SAHOO
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear **CHIRASMITA**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

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- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
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Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

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You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNQTT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



I accept the terms of this letter

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
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Day


Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

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Please note that in the event of misconduct on your part, including but not limited to absentsing yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

3rd June 2019

Mr. BRAJABANDHU SAMAL
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **BRAJABANDHU,**

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNQQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



I accept the terms of this letter

Principal
Radhakrishna Institute of Techno
and Engineering, Bhubaneswa

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

**Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**

3rd June 2019

Miss. ALIVA DAS
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear ALIVA,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNECT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque




Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar



Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**

Tony Jacob Joseph
Assistant Vice President | Human Resources

Principal
Radhakrishna Institute of Technology
and Engineering, Shubaneswar

I accept the terms of this letter

Company Confidential

Annexure A

Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential

Q CONNECT

BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:



Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

3rd June 2019

Miss. AHALYA KANDULPHULA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **AHALYA**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQ Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

Day


Principal
Radhakrishna Institute of Technology
and Engineering, Shubaneswar

Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period; your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion; substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

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This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For **CONNEQT Business Solutions Limited.**



Tony Jacob Joseph
Assistant Vice President | Human Resources



Principal
Radhakrishna Institute of Technology
and Engineering, Shubaneswar

I accept the terms of this letter

Company Confidential

Annexure A


Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
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Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
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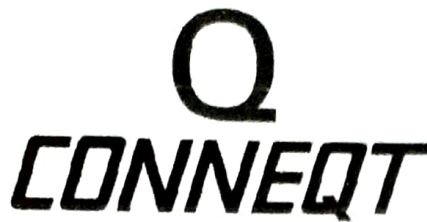
Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter




Principal
Radhakrishna Institute of Technology and Engineering, Bhubaneswar



BUSINESS SOLUTIONS LIMITED

Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

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I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

Date:

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

3rd June 2019

Mr. ABINASH MOHARANA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurdha-752057, Orissa, India

Dear **ABINASH**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNQ Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque




Principal
**Radhakrishna Institute of Technology
and Engineering, Bhubaneswar**



Company Confidential

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing. During Probation period your notice period would be for **15 days** prior notice by either side. Upon completion of Probation period, your employment with the Company can be terminated upon **30 Days** prior notice by either side. However, the Company reserves the right to, at its sole discretion, substitute the **30 Days** prior notice by paying you salary for **30 Days** in lieu thereof. Though if not certified during the training period the company has the complete rights to terminate the employment without any prior notice. Your termination/ resignation letter, (by whatever name called) will be accepted by the Company only on your satisfying the **60 Days** notice period as stated in this Clause. Further, till such time as the Company accepts your separation & relieves you of the responsibilities, you will be deemed to be an employee of the Company and the terms and conditions of your employment shall continue to bind you.

In the event of separation, for any reason whatsoever, within a period of 12 months from your date of joining, all expenses incurred by company or reimbursed to you upon joining/ in connection with your joining shall be recovered from you. The company also reserves the right to recover the training expenses incurred.

You will be on probation for a period of six months from the date of your joining the Company, post which you will be deemed confirmed unless you receive an extension of probation in writing.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

Looking forward to a mutually beneficial association.

Welcome once again and wishing you the best time ahead!!!

For CONNEQT Business Solutions Limited.

Tony Jacob Joseph
Assistant Vice President | Human Resources

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

I accept the terms of this letter

Company Confidential

Annexure A


Component	Amount (Rs.) Per Month	Amount (Rs.) Per Annum
A. Fixed Pay		
Basic Salary	4842.00	58104.00
House Rent Allowance	2905.00	34860.00
Advance Statutory Bonus	403.00	4836.00
Other Allowance	3220.00	38640.00
B. PERFORMANCE INCENTIVE: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.		
B. PERFORMANCE PAY	692.00	8304.00
C. MONTHLY GROSS (A+B)	12062.00	144744.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company) - 4.81% of Basic Salary	233.00	2796.00
ESI - Company Contribution (As per the ESI Act, company shall contribute 3.25% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary. As per the act, 0.75% of your monthly gross will be recovered towards you.	392.00	4704.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act; 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	967.00	11604.00
ESI - Employee Contribution (As per the ESI Act, employee shall contribute 0.75% of your monthly gross for ESI. This amount is directly linked to your monthly gross and may hence vary.	90.00	1080.00
F TOTAL COST TO COMPANY (C+D)	13834.00	166008.00

Note :

Performance Pay shall vary based upon your Performance Rating.

I accept the terms of this letter

Day


Principal
Radhakrishna Institute of Technology
and Engineering, Shubaneswar

Company Confidential



Terms and Conditions of Employment

This appointment is subject to your not being a partner or relative of a Director of the Company within the meaning of Section 314 of the Indian Companies Act, 1956. Should any such relationship exist, you will bring forth the same to our notice immediately and we shall intimate to you the necessary approvals/ permissions required for your employment. In such an event you will be able to join the company only after all permissions/ approvals are obtained.

As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absentsing yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

During the period of your employment inventions, creations, discoveries, patents, copyrights, shall become the property of the Company. You will not have any right to claim the ownership of it and assign the same to the Company.

Your appointment is contingent upon successful completion of Background verification. The background checks are not restricted to education and employment but to all aspects as per the appropriate selection procedure. Please note that furnishing of false information or suppressing any facts is a disqualification for employment in this Company. Should such an act come to our notice at any time during the period of your employment in the Company, your services will be liable to be terminated with immediate effect.

You will superannuate from the services of the company on attaining the age of 58 years without any notice whatsoever from the company in this behalf.

The above-mentioned does not purport to be exhaustive employment terms. You will be governed by the rules and regulations laid by the company from time to time. The afore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company by way of a written agreement/ letter issued to you.

This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

I have read through the above terms and conditions of employment and hereby accept.

Name:

Signature:

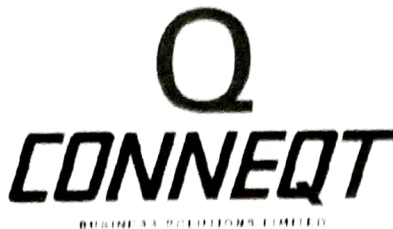
Date:


Principal!
Radhakrishna Institute of Technology
and Engineering, Shubnagar

CONNEQT BUSINESS SOLUTIONS LIMITED, REGD. OFFICE: 1 & 371, GOWRA TRINITY, CHIRAN FORT LANE, BEGUMPET, HYDERABAD 500003, TELANGANA, INDIA. TEL: 91 78000 50000

CIN: U64200TG1995PLC044062 WWW.CONNEQTGROUP.COM

A SUBSIDIARY OF QUESS CORP



Company Confidential

3rd June 2019

Mr. RAKESH RANJAN PANDA
Radhakrishna Institute of Technology and Engineering
DCO Plot no-1, IDCO Industrial Estate,
Khurda-752057, Orissa, India

Dear **RAKESH**,

Sub: Employment Letter

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Customer Care Executive** in the **Operations Function** with **CONNEQT Business Solutions Limited** (The Company) with effect from **3rd June 2019** on the following terms and conditions.

You will be paid an Annual Gross Salary of INR **Rs. 1,44,744/-**. In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs. 1,66,008/-**. This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A"

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **3rd June 2019**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Pune Office**. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.
You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

- Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
- PAN Card and Aadhar Card
- Cancelled Cheque

Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

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Tony Jacob Joseph
Assistant Vice President | Human Resources



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and Engineering, Bhubaneswar

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Principal
Radhakrishna Institute of Technology
and Engineering, Bhubaneswar

Company Confidential



BUSINESS SOLUTIONS LIMITED

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As an employee, you will be privy to sensitive and commercially valuable information concerning company and business. Such information is deemed to be the property of the company, and must not be disclosed during or after this employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.

You are forbidden to engage yourself in any other trade, or profession directly or indirectly and whether for gainful purpose or otherwise. Should you wish to pursue academic advancement, you will have to obtain a written permission for the same and ordinarily it shall be allowed provided it does not adversely affect your work-place responsibilities/ discharge of duties.

Please note that in the event of misconduct on your part, including but not limited to absenting yourself without prior sanctioned leave or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your employment. Please note that if the employment is terminated on account of disciplinary action against you, the clause relating to 30 Days' notice period is not applicable.

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Name:

Signature:

Date:

Principal
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and Engineering, Bhubaneswar