



Invitation Letter

Name: Shivashankar Mahantappa Chalikar
Date: Tuesday, December 6, 2022

Dear **Shivashankar Mahantappa Chalikar**,

We are glad to inform you that you are being invited to undergo a short-term fixed traineeship under the **Applicant Training Program (ATP)** in our organization.

This training program would be in two stages. Stage 1 will be a **classroom training (CRT)** of 1 Week Stage 2, will be an **On-the-Job Training (OJT)** of 3 Weeks. Furthermore, only on successful clearing the assessments and minimum requirements of the **CRT stage**, you will be moved to the **OJT stage**.

Please note that this invitation does not guarantee you permanent employment at BYJU'S. This Agreement will automatically expire upon the completion of the term of the training program, unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. For example, if you do not clear the CRT (classroom training stage) based on assessments that you go through, your traineeship will be terminated after one week and you will be paid a prorated amount for one week. The decision of the Company in this matter shall be final.

1. Training Program Details:

Training Role:	Applicant Trainee - Sales
Trainer:	Rahul Raj (TNL201605108)
Reporting Time:	9:30 AM
Classroom Training Location:	Byjus - Bangalore - BTC - JP Nagar Center, Premises No. 276 , 15th Cross, 5th Phase, J.P. Nagar, Bangalore, 560078
OJT Training Location:	Byjus - Bangalore
Role Location:	Bangalore - Prestige Tech Park

If the CRT/OJT is mentioned as Work from Home, that phase of your training will be conducted virtually. If the CRT/OJT is mentioned as a city name, your training will be conducted physically in the BYJU'S office of that city

2. Date of Enrollment: Your enrollment becomes effective from the date of joining the Applicant Trainee Program, which date shall be no later than **Tuesday, December 13, 2022**.

3. Term: The term of this training program would be for a period of 1 Week + 3 Weeks , commencing from your date of enrollment. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. The decision of the Company in this matter shall be final. We follow a 6-day working week model during training as well as after training.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over and above the 4 Weeks) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-enrollment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer to you any position/ employment with the company on the expiry of this fixed-term traineeship Agreement. Any offer of employment, after completion of the 4 Weeks training program, will be subject to satisfactory performance during training, qualification of all criteria - as determined by the central management from time to time - and the needs of the company from time to time.
The offer is also subject to the production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company.

7. Stipend: Your stipend for the entire duration of the training program of 4 Weeks is INR 19,000.00(Stipend).

Payment Processing

The stipend shall be paid monthly on a pro-rata basis as per the number of days worked in the previous month.

8. Deductions: The Company shall be entitled to deduct from the above stipend payable to you calculated on monthly basis, the following contractual, statutory, and compulsory deductions:

- (a) Provident Fund;
 - (b) Income tax deducted taxes
 - (c) Dues to Company including loans at source at the rates applicable; or
 - (d) Any other applicable statutory deductions
 - (e) PF administrative charges and EDLI charges as per rules (1% admin charges), will be included in above mentioned stipend.
- The income tax liability with regards to your income and perks will be your liability and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned stipend, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable for you will be shared post your joining the training program.

10. Company Policies: You will be governed by the Company's policies, regulations, and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under the 'Policies' tab in your 'Service Platform Account' and/or the 'Applicant Training Program Handout' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. If you join the program from the 1st to the 15th of a month, you are entitled to get the leave credit for that month. If you join the program between the 16th to the end of the month, you are not entitled to the leave credit for that month. You will not be eligible for any other paid leaves during the Applicant Training Program.

12. Absence from duty: During the training program, if you take off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated as loss of pay days. You are expected to report to your department head on rejoining the duty after an absence and provide valid reasons for absence in writing before taking up training again. If you are absent from duty for more than 2* days (including paid and unpaid leaves/consecutive or cumulative), training will be discontinued due to automatic disqualification.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, needs to be read as 3 days, with no change to terms and conditions of Clause 11.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to disqualify your participation in the training program by giving you 48 hours' notice in writing, or by payment of 48 hours' stipend in lieu of such notice with or without cause. In the event you desire to opt-out of the training program, you will be required to give the Company 48 hours' notice in writing or 48 hours' stipend in lieu of such notice.

b) In the event of disqualification on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies or you are found to be absconding from the training program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

c) In the event of your exit from the Training Program, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the corresponding stipend amount in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be a part of the training program of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your association with the Company.

d) Trainee Certificate will be provided only on completion of the training period. If the resignation is initiated by you or you have been relieved as part of the Absenteeism policy, for violating the company policies, or for disciplinary issues during the training, you will not receive the certificate.

14. Confidential Information: During the training program, you may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your traineeship in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents, and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

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

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

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

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

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

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

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

e. During the course of your training, if you, at any time render yourself in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including, but not limited to warning, suspension or disqualification your candidature forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

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

g. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the applicant training program by the Company. Your traineeship with the Company shall be contingent upon you executing the said agreement.

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

i. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

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

k. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

l. Anti-disparagement: During the term of engagement/ employment and at all times thereafter,

(i) The Trainee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners;

(ii) The Trainee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Trainee, would constitute a violation of this clause; and

(iii) The Trainee shall not do or cause to be done any act, deed or thing which would affect the Employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.

The terms of your training contract detailed above are strictly confidential and should be treated as privileged information between yourself

and the Company. You are expected to maintain such information appropriately.
You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.
We look forward to you joining the training program at the earliest. We are certain that as a participant of the training program, you will find challenge, satisfaction, and opportunity in your association with the Company.

You are requested to carry the below-mentioned documents on your joining date

1. Graduation Document
2. Pan Card
3. Aadhaar Card
4. Cancelled Cheque/Bank Statement/Bank Passbook
5. Passport Size Photograph

Details of the training program

The training program has two Stages:

Stage1 : Classroom Training Program (CRT)

Duration :1 Week .

Post completion of 1 Week, you will be assessed on various parameters. Only qualifying training participants will be moved to Stage 2 (OJT stage) of the program.

Stage 2 : 'On-the-job' Training (OJT)

Duration : 3 Weeks.

Post completion of 3 Weeks, the training participants will be assessed on various parameters captured during 3 Weeks. Only qualifying training participants will become eligible to be offered a role of BDA (Subject to approval from management). There will be additional performance incentives that will be applicable during the training program.

Please note that this invitation does not guarantee you a permanent employment at BYJU'S. The management reserves the sole right to take the decision.

Yours sincerely,

I have read and understood all the terms and conditions of the Applicant Training Program

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require an authorized signature.

Annexure

Business Development Associate(BDA) Profile Details

Upon satisfying the conditions mentioned above, the offer for the role of BDA will be extended with a compensation of INR 4.5 Lakhs to 5.5 Lakhs + 3 Lakhs for the role of Business Development Associate.

Your work location after being offered the role of Business Development Associate (post successful clearance of the training program) would be Bangalore - Prestige Tech Park, or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

If the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to rescind your offer in case the offer has been made or terminate employment if you have joined as an employee.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
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Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1109848

Letter of Intent ("LOI")

Dear SHIVASHANKAR CHALIKAR,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**. , (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring

ANNEXURE 1

SHIVASHANKAR CHALIKAR

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

**Fwd: QSpiders Campus Connect-Incubation Final Selects 2022 Batch**

1 message

Nyamat Patel <nmpatel.ece@hsit.ac.in>

Fri, May 20, 2022 at 4:16 PM

To: Traning & Placement Cell <placement@hsit.ac.in>

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

From: <devikarani.l@qspiders.com>

Date: Fri, May 20, 2022 at 1:23 PM

Subject: QSpiders Campus Connect-Incubation Final Selects 2022 Batch

To: <nmpatel.ece@hsit.ac.in>

Cc: <thenameisashoka117@gmail.com>, <shivashankarchalikar08@gmail.com>, <prashantkambar59@gmail.com>, <defsacheen@gmail.com>, <shidaraddirohini@gmail.com>, <abhijitpatil1902@gmail.com>, <raghuubhajantri1996@gmail.com>, <yashodhakm2000@gmail.com>, <shreelakshmib171@gmail.com>, <sourabhsannakki72@gmail.com>, <sarkarnikhil8055@gmail.com>, <roopagadiwaddar7644@gmail.com>, <maibubmulla770@gmail.com>, <shashishashikant43@gmail.com>, <shridharkoravi80@gmail.com>, <varsha.md6562@gmail.com>, <tanveershaikh321@gmail.com>, <vedamagennavar951@gmail.com>, <pujarividyaashree20@gmail.com>, <sanjumannikeri99@gmail.com>, <Shridharmudigoud1198@gmail.com>, Likhitha R <likhitha.r@qspiders.com>

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2022 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

For Selected students anything in further information or Query contact-
9513684738/7619163087/8951922956.

[Note-This mail is a confirmation of selection & students while reporting can take a print/show the mail confirmation to the respective concerns]

Name	Mobile Number	Email ID	Degree stream	Degree college	StatUS
Sushank Hawaldar	7483124693	thenameisashoka117@gmail.com	Electrical & Electronics(EEE)	Hirasugar Institute Of Technology	Selected
Shivashankar	6363684788	shivashankarchalikar08@gmail.com	Computer Science(CS)	Hirasugar Institute Of Technology	Selected
Prashant Kambar	8884886809	prashantkambar59@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected
Sacheen Patil	8618654241	defsacheen@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected
Rohini Venkatesh Shidaraddi	9108756105	shidaraddirohini@gmail.com	Electronics & Communication(E&C)	Hirasugar Institute Of Technology	Selected
Abhijit Anil Patil	7406528618	abhijitpatil1902@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected
Raghuram Bhajantri	7259623279	raghuubhajantri1996@gmail.com	Electrical & Electronics(EEE)	Hirasugar Institute Of Technology	Selected

Yashodha Kotrappa Manashetti	73493103 18	yashodhakm2000@gmail.com	Electronics & Communication(E& C)	Hirasugar Institute Of Technology	Selected
Shreelaxmi Belavi	87924491 08	shreelakshmib171@gmail.com	Electronics & Communication(E& C)	Hirasugar Institute Of Technology	Selected
Sourabh Sannakki	73493775 08	sourabhsannakki72@gmail.com	Electrical & Electronics(EEE)	Hirasugar Institute Of Technology	Selected
Nikhil U Shettennavar	79961681 31	sarkarnikhil8055@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected
Roopa Gadiwaddar	97415058 55	roopagadiwaddar7644@gmail.com	Electronics & Communication(E& C)	Hirasugar Institute Of Technology	Selected
Maibub Mulla	95917184 42	maibubmulla770@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected
Shashikant Ninganagoudar	96065099 25	shashishashikant43@gmail.com	Electrical & Electronics(EEE)	Hirasugar Institute Of Technology	Selected
Shridhar Koravi	93253445 64	shridharkoravi80@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected
Varshita M Doddakallannava r	86603349 45	varsha.md6562@gmail.com	Computer Science(CS)	Hirasugar Institute Of Technology	Selected
Mohamedtanavee r S Shaikh	97393038 65	tanveershaikh321@gmail.com	Electronics & Communication(E& C)	Hirasugar Institute Of Technology	Selected
Veda	91136892 60	vedamagennavar951@gmail.com	Electronics & Communication(E& C)	Hirasugar Institute Of Technology	Selected
Vidyashree Pujari	96866934 36	pujarividyashree20@gmail.com	Computer Science(CS)	Hirasugar Institute Of Technology	Selected
Sanjay Mannikeri	72046881 87	sanjumannikeri99@gmail.com	Electrical & Electronics(EEE)	Hirasugar Institute Of Technology	Selected
Shridhar Mudigoud	81054435 62	Shridharmudigoud1198@gmail.com	Mechanical(ME)	Hirasugar Institute Of Technology	Selected

Regards
Devika
9513684738
Qspiders Incubation Team.

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With Warm Regards
Prof. Nyamatulla M Patel
Asst. Prof. &
Dean Placements & Industry Institute Interaction Cell
Hirasugar Institute of Technology. Nidasoshi-591236
Cell: 09739619661 8073557377