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Co-ordinator

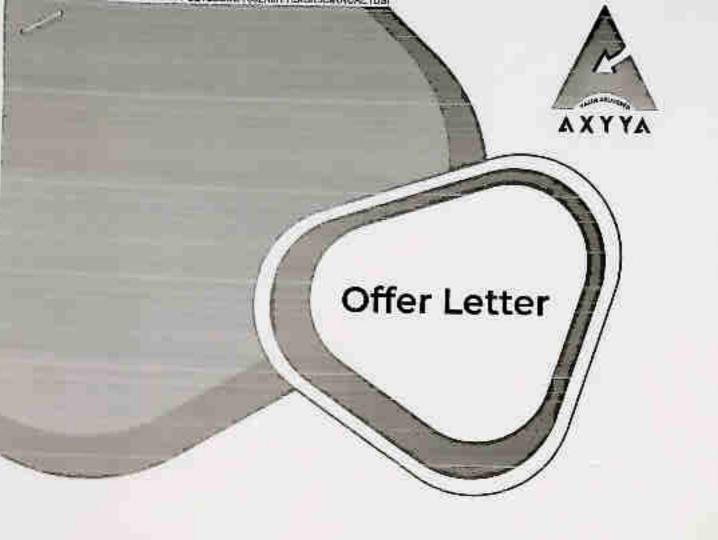
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### WELCOME

Hi Sayall

Greetings. I am very excited about the prospect of you joining AXYYA DIGITAL. This is your offer letter. In the following pages, you will find details reg your salary and benefits, as well as additional things to know before starting. If you have any questions, please feel free to call me at +91-78450-16527. I look forward for us to working together.

Mathi

Mathi Natarajan

Founder, AXYYA DIGITAL

Apr 15 2022 22:21 IST

Co-ordinator
(QAC | QAC | Mahasidyalaya

Shri Guru Budontsidani - Cost (M.S.)

Shri Guru Budontsidani - Cost (M.S.)

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PRINCIPAL Shri Gora Buddhirwani Naharidyalara Purna (Jn.) Dist.Parbhani

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### Summary



First Name Soyali

Last Name Wolse

Position

Annual CTC Rs. 5,00,000

Basic Pay + Allowance Rs. 5,00,000

Performance Bonus NIL

Employee Stock Options NIL

Base Location Coimbatore, India

Working Location Pune

Start Date 25/04/2022

**Employee Benefits** 

Basic Pay 50% of Salary excluding Annual Bonus

Dearness Allowance 25% of basic pay

House Rent Allowance 20% of basic pay

Leave Travel Allowance 15% of basic pay

Medical Allowance 10% of basic pay

Special Allowance 5% of basic pay towards Mobile Phone

& Internet expenses

Insurance Premium will be deducted from 1st

month salary

EPF 12% of basic pay paid by the company.

Remaining 12% paid by employee

Vacation Leave 1.25 Vacation Leaves every month (15

days of annual leave per calendar year)

Co-ordinator
IQAC
Shri Guru Buddhis Hamil Mahavidyataya
Purna (Jin) Dist Parbhani - 431511 (M.S.)



PRINCIPAL Goru Buddhitwami Kahandyalaya Purna (Jn.) Dist.Parbhani

### **Terms & Conditions**

### 1. Training:

- Employee will be trained by the company for "4 weeks.
- Upon successful completion of the training, employee would be provided a training completion certification
- Post completion of Certification and passing the Evaluation criterias of the Client,
   Employee would be deployed to the client project

### 2. Success Tips for your Role

- a. Proactive communication and Accountability to assigned tasks are key success criteria
- Punctuality and meeting attendance are very important. Any absence to be planned and informed well in advance.
- New idea Experimentation and working SMART are highly ericouraged
- d. Apart from individual performance, one of the important measurements is teamwork. All employees are expected to demonstrate a good team spirit and helping each other. Team work will be 25% of the overall performance goal.

### 3. Vacation Entitlement

a. You shall be entitled to 15 days of annual leave accrued on a monthly basis (1.25 days per completed month) inclusive of all leave categories. Max 1.25 days/ month leave is allowed.

### 4. Commitment Clause

a. 90 days written notice period in case of resignation or voluntary separation. The employee has a buyout option to reduce the notice period to 60 days by paying <a href="#">₹75,000</a> plus GST as applicable. Acceptance of the buyout option is entirely at the discretion of the company's employer. In the event that the notice period is not honoured, the employer will be compelled to undergo appropriate enforcement action to compensate the expenses of business disruption, and NO relieving letter / experience certificate will be supplied.

### 5. Miscellaneous

- a. Working Hours
  - The standard working hours. Monday to Friday 9:00cm to 6:00cm.
  - ii. The Employee shall be asked to work at other different hours or different locations. Pan India, and to take break at different times to make better and more even use of computer resources and as needed for projects and business requirements.

### b. Taxation

- In terms of your employment with the Company, any amount payable by the Company to you towards compensation, salary, allowances and/or any other payment shall be subject to deduction of withholding toxes under applicable law.
- All requirements under indian tax laws, including tax compliance and filing of tax returns, assessment etc., shall be fulfilled by you at your own cost.

### c. Governing Laws

 This contract shall be governed and construed in accordance with the laws of india. The invalidity or unenforceability of any part of this contract shall not affect the binding effect of the rest of the contract.

d Salary

Salary will be credited between 1st and 5th of every month.

Co-ordinator
IQAC
Shirl Guru Buddhiswami Mahayidyalaya
Purna (Jin) Dist. Parbhani - 431511 (M.S.)



Shri Guru Buddhirwani Makarinyalaya Purna (Jn.) Diat Parbitani

### **Terms & Conditions**



### 6. Employee Non-Disclosure Agreement

- a You shall enter into an employee Non-Disciosure Agraement ("NDA") as given below and shall be bound by all the terms and conditions contained therein.
- You agree that you will keep all Company, its subsidiary company information and it's client information strictly confidential and will not share it with anyone outside the organization.
- c. The output of all the work activities done as well as Source Code, Products and IPs developed as part of the Internship education will be proprietary property of the Company.
- d. Reproduction or Reuse of any of those is strictly prohibited. Any public presentation or publication of the work done including Linkedin & other social media posts as part of the employment need to be authorized by the company via written email. Post approval, all publications should refer due credits to the Company.

### 7. Obligations to the Client

- a. Use best endeavours to meet the project schedule as required by Client.
- Act in a professional manner and perform all Tasks in the Arrangement with due care and skill in accordance with best industry practice.
- Comply with all policies, procedures, and programs of Clientfinctoding, without limitation, those relating to security, and occupational health and safety) and to observe reasonable directions from designated officers of the Client.
- d. Should adhere to and comply with the rules and Policies framed by Client
- Employee to should adhere to security policies of the client and their end customer and should not copy data to personal or AXYYA email ids without written permission from client HR manager.

### 8. Indemnity

a. The company and the employee agree to indemnify each other for any damage, injury or loss which one of them may suffer through the other's breach of this agreement

### 9. Termination

a. At will

Either party shall be free to terminate this employment or internship agreement at will and, at any time, with or without cause, upon Ninety (90) days prior written notice by the party desirous of terminating this employment or internship agreement. If you wish to avail leave during the notice period, your notice period will get extended in proportion to the number of leaves availed during the notice period.

Co-ordinator
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(CAC)
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PRINCIPAL Shri Guru Buddhiwani Kahmidraliya Puma (Jn.) Diet Parbhani

### Terms & Conditions



### a. Breach or Misconduct

Notwithstanding anything herein, the Company shall be entitled to terminate this employment or internship agreement, without notice, in the event you are found to have engaged in:

- any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business;
- (ii) any other act or omission, inconsistent with your duties;
- (iii) any breach of this employment or internship agreement, the NDA or the Company or Client Policy; and, or,
- (iv) unauthorized absence beyond a period of seven (7) days

### Non-Compete & Solicitation Clause

- The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company.
- b. During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement, the Employee agrees not to engage in any employment, consulting, or other activity that competes with the business, proposed business or business interests of the Employer (including the client which employee worked), without the Employer's prior written consent.
- Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of three (3) years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer or employee of the Employer for his own benefit or that of any third person or organization, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients or employees to any person whatspeever.

### 10. Wrification:

All offers of employment by the Company are contingent upon clear results of a thorough background check, Background checks will be conducted on all final candidates, as deemed necessary.

### Background checks will include:

- Employee's identity linking to a home address that can be geographically located
- Employee's a criminal record checks of the past 7 years
- Verification of at least Employee's three (3) previous employment/assignment history OR past 7 years employment history.
- Confirmation of the Employee's highest educational/professional qualifications

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Co-ordinator
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Sold Gura Suddhiselenik Mehavidyatera
Poma (on) Dist. Purbhasi - 4315/1 (M.S.)



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### **Terms & Conditions**



Human Resources will order the background check upon receipt of the signed release form, and either internal HR staff or an employment screening service will conduct the checks. A designated HR representative will review all results.

In instances where negative or incomplete information is obtained, the appropriate management and the director of Human Resources will assess the potential risks and liabilities related to the job's requirements and determine whether the individual should be hired or terminated if already kired. Notice period clause does not apply to this termination clause.

Background check information will be maintained in a file separate from employees personnel files for a minimum of five years.

The Company reserves the right to modify this policy at any time without notice.

### 11. Confidentiality and Data Protection

a. By signing this document you agree to allow the use and collection of your personal data by the Client and any of its related companies for the purpose of ascertaining your identity, education, qualification, and professional status and to maintain a personal profile of you for purposes relating to the relevant arrangement

Co-ordinator
IOAC
Shri Guru Buddhiseamh Mahabidyalaya
puma (Joh) Olat, Parluhani - 4313hi (M.S.)

PRINCIPAL

Shri Gutu Boddniyaami Hahavidyalaya

Purna (Jn.) Dist.Parbbani

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### **Terms & Conditions**



yello terms and conditions of this offer letter are acceptable to you, please signify your acceptance by spring on each page of the offer letter and return a copy of both the documents to the Company on a before your date of joining. This contract shall be concluded and effective only on your delivering a spred copy of this letter to us, provided that your compensation and benefits shall not begin to accuse until you commence working for the Company.

Name !	Sayali Walse	-
Acceptant	ce Signature :	
Date:	Apr 15 2022 21:12 IST	
	Pune	

Co-ordinatof IQAC Nahayiliyalaya San Guru Suddiniseani Nahayiliyalaya Puma (un) Gist. Padahari - co (514 yit.S.)



PRINCIPAL
Shri Guru Buddhinkami Nahavidyalaya
Purna (Jn.) Dist.Parbhani

### SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED - 431 606 MAHARASHTRA STATE, INDIA.

Established on 17th September 1994 - Recoginized by the UGC Us 2(F)and 12(B)

NAAC Re-Accredited with 'A' Grade www.srtmun.ac.in

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STATEMENT OF MARKS

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RECOND YEAR MATHEMATICS (MEY-1)( SEM-11) & 17 JUNES, SUMMER 2020 COLLEGE WARE | SCHOOL OF MATHEMATICAL SCIENCES, 5 P. T. M U . NAMDED

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Co-ordinator Shri Guru Budahlawami Mahavidyalaya

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