



"Dissemination of Education for Knowledge, Science and Culture."
- Shikshanmaharshi Dr. Bapuji Salunkhe



SHRI SWAMI VIVEKANAND SHIKSHAN SANSTHA'S

VIVEKANAND COLLEGE, KOLHAPUR (EMPOWERED AUTONOMOUS)

2130, 'E' Ward, Tarabal Park,
Tal. Karveer, Dist. Kolhapur - 416 003.
Affiliated to Shivaji University, Kolhapur (M.S.)

NAAC Reaccredited : 'A' (CGPA - 3.24 in 3rd Cycle)
College with Potential Excellence by U.G.C., New Delhi
"Star College" by D.B.T. Govt. of India
ISO 9001 : 2015

Ph. : 0231-2658612 | Fax : 0231-2658840 | Resl.: 0231-2653962 | Website : www.vivekanandcollege.ac.in | E-mail : info@vivekanandcollege.org

Founder

Dr. Bapuji Salunkhe
D. Lit.

President

Hon. Chandrakant Dada Pahl
Bachelor of Technical Education, Maharashtra

Chairman

Prin. Abhaykumar Salunkhe
M.A.

Secretary

Prin. Mrs. Shubhangi Gawade
M.Sc., B.Ed.

Principal

Dr. R. R. Kumbhar
M.Sc., M.Phil., Ph.D.

1.3 Curriculum Enrichment

1.3.3 Percentage of programmes that have components of field projects / research projects / internships during the last five years.

Sample Internship Completion Certificates/Letters/Internship Offer Letters

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R.R.
Dr. R. R. Kumbhar
PRINCIPAL
VIVEKANAND COLLEGE, KOLHAPUR
(EMPOWERED AUTONOMOUS)

Vivekanand Collage Kolhapur (Autonomous)
Internship M.Com Projects Certificates 2022-23



Sr.No	Students Name	Project Title	Company Name
1.	Miss. Supriya Mahipati Thokale.	Cost sheet analysis of plant tissue culture" in our firm.	Callus Biotech Pvt. Ltd. Kandgoan Kolhapur.
2.	Mr.Raj Vinod Tipugade.	A Study of Unit Costing (Cost Sheet) in Machines Part Manufacturing Unit (Sunita Industries) in Kagal MIDC".	sunita industries g-32. five star mme. kagal kolhapur.
3.	Miss. Anuradha Shivaraj Lohar.	A Study of Management Practices of Mayuresh Industries Shirolu MIDC. Kolhapur.	Miss .mayuresh industries plot no. d-16/3. Shiro li MJDC. Tal.Hatkanangale. Kolhapur .
4.	Kumari.Ankita Chandrakant Kumbhar.	A Study of financial leverages Shri Dudhganga vedaganga Sahakari Sakhar Karkhana Ltd. Bidri.	Shri. Dudhganga vedaganga Sahakari Sakhar Karkhana Ltd. Bidri.
5.	Miss. Punam Sarjerao Dhangar	A study of process costing with special reference to shree enterprises.	Shree enterprises Mahadik Dairy MIDC. Shirolu.
6.	Mr. Tejashree Namdev Patil.	A study on cost analysis of ice-cream with special refrences to solid ice-cream.	Solid ice cream dudhgaon.
7.	Miss Yrushali Vilas Mali.	A Study of Process Costing in Sahakar Bakery Yalgud with Special Reference to Sahakar Bakery Yalgud.	Sahakar Bakery Yalgud. Tal. - Hatkananga le Dist.- Kolhapur, Maharashtra.
8.	Mr. Suyash Hemant kotibhaskar.	"A Study of job Costing Methods applied in Automobile Industry with Special Reference to UNIQUE AUTOMOBILES Kolhapur.	Unique automobiles hero (motocorp) pune banglore road. kolhapur.
9.	Miss. Sayali Devidas Chothe.	An Analytical Study of Management Shiv Engineering Works Shirolu MIDC. Kolhapur.	Shiv engineering works R.S no 586 6 a-2 HMI behind sound casting shirolu.


HEAD
DEPARTMENT OF COMMERCE
VIVEKANAND COLLEGE, KOLHAPUR
(AUTONOMOUS)

10.	Mr. Swarup Sachin Samobat.	Study of Working Capital with special reference to Manmandir Milk and Agro Product Private limited Vita.	Manmandir Milk and Agro Product Private limited Vita.
11.	Miss. Ayesha Sikandar Nadaf Pinjari	A Study of Job Order Costing Method Applied in furniture Manufacturing with Special Reference to Nadaf Furniture, Kolhapur.	Nadaf Furniture, Kolhapur.
12.	Miss Priyanka Arvind Khemlapure.	A study of job order concepts applied in silver ornaments manufacturing units with special reference to Darsh Silvers Hupari, Dist., kolhapur .	Darsh Silvers Hupari, Dist. kolhapur .
13.	Miss. Devayani Ashish Nalawade.	A Study of all the accounts related work at Sanvedana Enterprises, Kolhapur.	Sanvedana Enterprises . Kolhapur.
14.	Miss Shriya Sanjay Patil	A Study Of Service Costing Concept Applied In Hotel Business With Special Reference To Hotel Star, Hupari, Dist. Kolhapur.	Hotel Star, Hupari, Dist. Kolhapur
15.	MISS.SIWETA SANJAY MORE.	A study of Process costing with Special Reference to Sh. Chh. Rajaram S.S.K. Ltd., Kasaba Bavada, Kolhapur.	Sh. Chh. Rajaram S.S.K. Ltd., Kasaba Bavada, Kolhapur.
16.	Mr Anis Sikandar Mokashi.	A Study of Funds-Flow and Cash Flow Ananalysis with special Reference to Lucky Auto Mahindra Tractors Gokul Shorgoan, Kolhapur.	Lucky Auto Mahindra Tractors Gokul Shorgoan, Kolhapur.
17.	Miss Preeti Babasaheb Patil	A Study of Process Costing Methods applied in Manufacturing Soybean Refined Oil factory with Special Reference to Nandagudi oil and Agro factory Belgaum.	Nandagudi oil and Agro factory Khangarly Belgaum.
18.	Miss Patil	A Study of unit costing (cost sheet) methods applied	B.R.Metals Company Manufacturing of Metal

		in Manufacturing of Metal Furniture Near IDBI Bank, kolhapur.	Furniture Near IDBI Bank, kolhapur.
19.	Miss Vaibhavee Dilip Mohadikar	A Study on Work life balance Venkateshvara, Stone Crusher Private Limited Kaneriwadi Kagal, Kolhapur.	Venkateshvara, Stone Crusher Private Limited Kaneriwadi Kagal, Kolhapur.
20.	Mr. Kedar Deepak Yadav	A Study of Cost Sheet Ananalysis of Dairy Product With Reference to Foudation Plant Kagal Kharkana Karveer, Kolhapur.	Foudation Plant Kagal Kharkana Karveer, Kolhapur.



Date: 05/07/2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. Supriya Mahipati Thokale, Student of M. Com II, Vivekanand college (autonomous) Kolhapur, Has successfully completed the project work on "COST SHEET ANALYSIS OF PLANT TISSUE CULTURE" in our firm. The data presented by her has been checked by us and is true as per our records. We wish her all the success in her career.

For,

Callus Biotech Pvt. Ltd.



Director.

SUNITA INDUSTRIES

G-32, FIVE STAR MIDC, KAGAL KOLHAPUR – 416236
Mobile - 9011249207

E-mail: sunita_17ind@yahoo.com

Date: 25 May, 2023

CERTIFICATE

This is to certify that **Mr.Raj Vinod Tipugade**. M.Com. Second year student of Vivekanand College, Kolhapur has successfully completed the project work on “**A Study of Unit Costing (Cost Sheet) in Machines Part Manufacturing Unit (Sunita Industries) in Kagal MIDC**”.

The data presented by her has been checked by me and it is true as per our records. We wish her all the success in her career.

Date - 25 May, 2023
Place - Kolhapur


Sandesh Patil

Manager

Sunita Industries Kolhapur

M/S MAYURSH INDUSTRIES

Plot No. D-16/3, Shirol MIDC, Tal.Hatkanangale, Kolhapur - 416122

Mob No. 9503381361

Email ID: - mayureshindustries2012@gmail.com

Date: 08/07/2023

CERTIFICATE

This is certify that Miss. Anuradha Shivaraj Lohar, A Student of Vivekanand College Autonomous, Kolhapur. Study in M. Com 2nd year has successfully completed her project work our organization.

She has completed project on the subject "A Study of Management Practices of Mayuresh Industries Shirol MIDC, Kolhapur"
During the Project work we found her sincere and hardworking.
We are wishing her best luck for her future career.

For,

M/s. Mayuresh Industries

Pradapure

Mr. Ramesh Kadapure

Partner



श्री दूधगंगा वेदगंगा

सहकारी साखर कारखाना लि., बिद्री
(मोनीनगर), ता. कागल, जि. कोल्हापूर - ४१६ २०८ (महाराष्ट्र)

फोन फॅक्टरी (०२३२५) २५४९२२ ते २५४९२६ फॅक्स २५४९७२
कोल्हापूर ऑफिस राधाकृष्ण मंदिराजवळ, शाहुपुरी २ री गल्ली,
कोल्हापूर, (०२३१) २६६१५५७८, २६६०४४९
E-mail : klp_bidrisgr@rediffmail.com

SHRI DUDHGANGA VEDGANGA

SAHAKARI SAKHAR KARKHANA LTD., BIDRI.
MOUNNAGAR, TAL. KAGAL, DIST. KOLHAPUR - 416 208 (MAHARASHTRA)

PH. BIDRI EXCH. (02325) 254922 TO 254926 FAX 254972

KOLHAPUR OFFICE: NEAR RADHAKRISHNA MANDIR
SHAHUPURI 2ND LANE, KOLHAPUR

PH. (02321) 2661578, 2660449 E-mail klp_bidrisgr@rediffmail.com

Ref No. LWO/97/

4509

/2022-23

13-03-2023 Date

CERTIFICATE

This is to Certify that Kumari. Ankita Chandrakant Kumbhar A/P - Vasagade Tal - Karveer, Dist - Kolhapur has completed project work on "Study Of Financial Leverage Shri Dudhganga Vedhganga Sahakari Sakhar Karkhana Ltd. Bidri. in our sugar factory or Inplant Training in Labour Dept. of our Karakhana from 01.01.2023 to 28.02.2023.

We wish him the best luck in his future endeavour.

(S.A. More)
Labour Officer

Place-Bidri

Date-13-03-2023

Ankita Chandrakant Kumbhar
A/P-Vasagade, Tal-Karveer, Dist-Kolhapur.
CC. to

M/S MAYURSH INDUSTRIES

Plot No. D-16/3, Shiroli MIDC, Tal.Hatkanangale, Kolhapur - 416122

Mob No. 9503381361

Email ID: - mayureshindustries2012@gmail.com

Date: 08/07/2023

CERTIFICATE

This is certify that Miss. Anuradha Shivaraj Lohar, A Student of Vivekanand College Autonomous, Kolhapur. Study in M. Com 2nd year has successfully completed her project work our organization.

She has completed project on the subject "A Study of Management Practices of Mayuresh Industries Shiroli MIDC, Kolhapur"

During the Project work we found her sincere and hardworking.
We are wishing her best luck for her future career.

For,

M/s. Mayuresh Industries



Mr. Ramesh Kadapure

Partner

Shree Enterprises

Plot No 5. M.I.D.C., Shirol,
Kolhapur – 416122 (Maharashtra) india

☎ +91 9503033552, +91 9172403037

✉ hanmantware5@gmail.com

GSTIN – 27ABGPW5636H1Z7

Date – 18-06-2023

CERTIFICATE

(TO WHOM SO EVER IT MAY CONCERN)

This is to certify that, Miss. **Punam sarjerao dhangar** student of M.COM part II of vivekanand college, Kolhapur. Has completed her project name **A STUDY OF PROCESS COSTING WITH SPECIAL REFERENCE TO SHREE ENTERPRISES** in our company from in year 2022-23.

During above period of her training with us we found her to be sincere and studious.

We wish her and all the best and success in her future career.



Nitin Lambe

(Manager)

Shree Enterprises

Proprietor

Hanmant ware

(proprietor)



Harshad Ware

(programmer)

CERTIFICATE

This is certify that Mr. Tejashree Namdev Patil. final year student of “Master of Commerce” from Vivekanand College , Kolhapur [Autonomous] has completed internship during the period from 15th December 2022 to 15th May 2023 at SOLID ICE CREAM DUDHGAON. I her internship activities included familiarization to all departments, their Analysis and production process of the company. She was majorly involved in the activities related to Analysis department. She has successfully completed a project titled “**STUDY ON COST ANALYSIS OF ICE-CREAM WITH SPECIAL REFRENCES TO SOLID ICE-CREAM**” During internship period she was found hardworking, punctual and inquisitive.

We wish her for future endeavors.


SOLID ICE CREAM
Dudhgaon, Mob. 9890309251

MR. Sandeep Balgonda Patil

(Director)

Solid ice cream, Dudhgoan.

SAHKAR BAKERY YALGUD

Yalgud, Tal. - Hatkanangale Dist.-Kolhapur, Maharashtra 416236

Phone 0230-2454060, Mobile 7722054560

E-mail: mkhanuman@gmail.com

CERTIFICATE

This is to certify that Miss Vrushali Vilas Mali, M.Com. Second year student of Vivekanand College, Kolhapur has successfully completed the project work on "***Process Costing in Sahakar Bakery Yalgud with Special Reference to Sahakar Bakery Yalgud***".

The data presented by her has been checked by me and it is true as per our records. We wish her all the success in her career.



(Vijaysinh Vasantrao Mohite)

PROPRIETR

SAHAKAR BAKERY YALGUD

**UNIQUE AUTOMOBILES HERO
(MOTOCORP) PUNE BANGLORE ROAD, KOLHAPUR**

CERTIFICATE

This is to certify that Mr. Suyash Hemant kotibhaskar, M.Com. Second year student of Vivekanand College, Kolhapur has successfully completed the project work on “A Study of job Costing Methods applied in Automobile Industry with Special Reference to UNIQUE AUTOMOBILES Kolhapur”. The data presented by him has been checked by me and it is true as per our records. We wish her all the success in his career.

29 MAY 2023

Kolhapur

(Kantilal Chordia)

PROPRIETPR
UNIQUE AUTOMOBILES

SHIV ENGINEERING WORKS
R S NO 586/6 A-2 HMT BEHIND SOUND CASTING SHIROLI
Mob No. 8975716484

Date 12 / 07 / 2023

CERTIFICATE

This is certify that Miss. Sayali Devidas Chothe. A Student of Vivekanand College Autonomous, Kolhapur, Study in M.com 2nd year. Has successfully completed her project work our organization.

She has completed project on the subject “An Analytical Study of Management Shiv Engineering Works Shiroli MIDC, Kolhapur”

During the Project work we found her sincere and hardworking.

We are wishing her best luck for her future career.



MANMANDIR MILK & AGRO PRODUCTS PRIVATE LIMITE VITA

Karad road, VITA, Tal, Khanapur ,
Dist. Sangali Pin -415 311
(Maharashtra)

Date:

CERTIFICATE

This is to certify that Mr. Swarup Sachin Sarnobat, M.com Second year student of Vivekanand College Kolhapur has successfully completed the project work on a "Study of Working Capital with special reference to Manmandir Milk and Agro Product Private limited Vita.

The data presented by her has been checked by me and it true as per our records we wish her all success in her career.

Date:

Manmandir Milk and Agro Product Pvt Ltd


(Managing Director)

CERTIFICATE

Nadaf Furniture Kolhapur

This is to certify that Miss Aayesha Sikandar Nadaf Pinjari, M.Com. Second year student of Vivekanand College, Kolhapur has successfully completed the project work on “**Study of Job Order Costing method applied in furniture manufacturing with special reference to Nadaf Furniture, Kolhapur**”.

The data presented by her has been checked by me and it is true as per our records. We wish her all the success in her career.



Sikandar Miraso Nadaf Pinjari)
PROPRIETPR
Nadaf Furniture Kolhapur

Study of job order costing



DARSH SILVERS

AT Post. HUPARI, Tal. Hatkanangle, Dist. Kolhapur 416203

GST NO. 27ABGTW8483JNZN

Mob.9423279030

Date : 25 / 04 /2023

CERTIFICATE

This is certify that Miss Priyanka Arvind Khemlapure, M.Com II year. Student of Vivekanand College, Kolhapur his successfully completed the project work on "A STUDY OF JOB ORDER CONCEPTS APPLIED IN SILVER ORNAMENTS MANUFACTURING UNITS WITH SPECIAL REFERENCE TO DARSH SILVERS HUPARI. DIST., KOLHAPUR"

16

The data presented by her has been checked by me and it is true as per our records.
We wish her all the success in her career.

Date : 12-5 July - 2023 .

Place : Kolhapur

DARSHA SILVERS

Proprietor
PROPRIETOR



Sanvedana Enterprises

884 'B' 1 Trilokes Building, Shahupuri, 4th Lane, 'E' Ward, Kolhapur-416001

Mob : 09881099745 • Email Id : sanvedanasaad@gmail.com

Date: 14/03/2023.

CERTIFICATE

This is to certify that Miss. Devayani Ashish Nalawade, student of M.Com. Second year of Vivekanand College, Kolhapur has been working with Sanvedana Enterprises as an Accountant since Nov.22. She has been sincerely handling all the accounts related work at Sanvedana Enterprises under the guidance of Mr.Prakash Shelke, CA, Kolhapur.

The Data presented by her has been reviewed by me & it is true as per our records. We wish her all the success in her career.

Regards,



Your Partner in Progress...

Sanvedana Enterprises,

Kolhapur.



Hotel Star

At Post Hupari , Tal. Hatkanangale, Dist Kolhapur

Mob. 9975988594

Date : 14 March, 2023

Certificate

This is to certify that Miss Shriya Sanjay Patil , M.Com II year Student of Vivekanand College, Kolhapur has successfully completed the project work on "A Study Of Service Costing Concept Applied In Hotel Business With Special Reference To Hotel Star, Hupari, Dist. Kolhapur"

The data presented by her has been checked by me and it is true as per our records. We wish her all the success in her career.

Date : 15-3-2023

Place : Kolhapur


★स्टार हॉटेल★
प्रोप्रा - धनाजी पाटील
मो. 9975988594
Proprietor



CRSSK/LABOUR/CERT/2022-23/1802


Date : 25-02-2023

CERTIFICATE

(TO WHOM SO EVER IT MAY CONCERN)

This is to certify that, **MISS.SHWETA SANJAY MORE** student of **M.Com Part-II** of **Vivekanand College, Kolhapur** has Successfully completed project work on "**A study of Process costing**" in our Organization during the period from 16 January - 15 February 2023 for 30 days. During the above internship he was found to be sincere & hard working.

we wish him all the success in future.


(Jayvant L. Ghodake)

H. R. Manager
Sh. Chh. Rajaram S.S.K. Ltd.,
Kasaba Bavada, Kolhapur

Mahindra
Rise.

LUCKY AUTO
I Sales I Spares I Services

7410013904
9545367814

Opp. Konduskar Petrol Pump, Poona - Bangalore Highway, Gokulshirgaon, Kolhapur - 416 234.

Email : luckyautokolhapur@gmail.com

Date

CERTIFICATE

This is to certify that Mr Anis Sikandar Mokashi, M.com second year student of V. Kanand College, Kolhapur has successfully completed the project work on "A STUDY OF FUNDS FLOW AND CASH FLOW ANALYSIS WITH SPECIAL REFERENCE TO LUCKY AUTO MAHINDRA TRACTORS".

The data presented by him has been checked by me and it is true as per our records. We wish him all the success in his career.

31st January, 2023

KOLHAPUR

For Lucky Auto



Authorized Signatory

NANDAGUDI OIL AND AGRO INDUSTRY

PL.NO.1 Factory area , opposite to INDAL,KANGARLI , Belgaum 590001

Phone No -0831 247 1195 ,E- mail address :- nandagudiagro@gmsil.com.

10th March , 2023

CERTIFICATE

This is to certify that Miss Preeti Babasaheb Patil, M.Com. Second year student of Vivekanand College, Kolhapur has successfully completed the project work on "*A Study of Process Costing Methods applied in Manufacturing Soybean Refined Oil factory with Special Reference to Nandagudi oil and Agro factory Belgaum.*"

The data presented by her has been checked by me and it is true as per our records. We wish her all the success in her career

Date : 10th March ,2023.

Place : Kolhapur.



(Sagar Nandagudi)

PROPRIETPR

NANDAGUDI OIL AND
AGRO FACTORY

B. R METALS COMPANY

702/1, A, E-Ward, Shuhpuri, 3rd lane, Near IDBI Bank
Kolhapur, Mobile +91 9766200596

31st March, 2023

CERTIFICATE

This is to certify that Miss Patil, M.Com. Second year student of Vivekanand College, Kolhapur has successfully completed the project work on "***A STUDY OF UNIT COSTING (COST SHEET) METHODS APPLIED IN MANUFACTURING OF METAL FURNITURE IN KOLHAPUR***"

The data presented by her has been checked by me and it is true as per our records. We wish her all the success in her career.

10th March 2023
Kolhapur

U.P. Patil
(Uday Panditrao Patil)
PROPRIETPR
B. R. METAL COMPANY

VYANKATESHWARA STONE CRUSHER PRIVATE LIMITED

CIN: - U14100PN2020PTC191865

Reg. Office: - C/O- SHASHIKANT SHAMRAO KHOT H NO 94 KANERIWADI KAGAL
KOLHAPUR Kolhapur MH 416234 IN

Mobile No. : - 9822566999

Email ID: -shashikantkhot69999@gmail.com

January 18, 2023

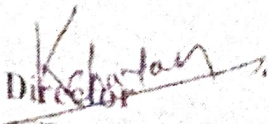
CERTIFICATE

This is to certify that Ms. Vaibhavee Dilip Mohadikar, a student of M.Com-II ,
Vivekanand College, Kolhapur, has successfully completed her project work of
“A Study on Work life balance” in our organization.

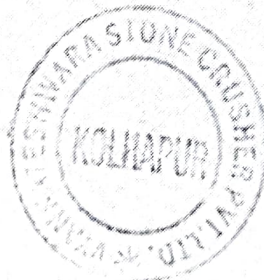
During the period of Training we found her to be sincere, hardworking &
appreciate excellent performance, devotion, exhibited in the work assigned to her.

We wish her all the best for the future.

From VYANKATESHWARA STONE CRUSHER PRIVATE LIMITED


Director

KRISHNAT BALWANT CHAVAN



Rudayanath Gurav
Mob:9511949292

Abhishek jadhav
Mob:9764426768



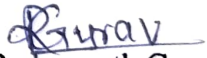
प्रोडक्शन प्लांट कागद कारखाना मागील बाजूस, गुरव मळा, वडणगे, करवीर, कोल्हापूर
शॉप-ग्रामपंचायत समोर, दुकान गल्ली, वडणगे, करवीर, कोल्हापूर

Date: / /2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Kedar Deepak Yadav, Student of M.Com II, Vivekanad college, (Autonomous) Kolhapur. Has successfully completed the project work on "COST SHEET ANALYSIS OF DAIRY PRODUCT" in our firm. The data presented by him has been checked by us and is true as per our records. We wish his all the success in his career.

करवीर मिर्क प्रोडक्ट्स
वडणगे पो 9096631817


Name: Rudayanath Gurav
(Owner of firm)

Vivekanand Collage Kolhapur (Autonomous)
Internship M.Com Projects Certificates 2021-22



Sr.No	Students Name	Project Title	Company Name
1.	Ms. Manasi Halure	A Study of Salary and Wages Administration" at Ghatge Patil Transports Pvt. Ltd. Kolhapur.	Ghatge Patil Transports Pvt. Ltd. Kolhapur.
2.	Miss. Soniya Prakash Chougale	A study of working capital management of Chatrapati Rajaram Sahkari Sakhar karkhana.	Shri chhatrarati Rajaram Sahakari Sakhar karkhana kasaba Bawada.taluka-karveer Kolhapur.
3.	Miss.Supriya Saniay Kusale	A study of financial comparative statement and ratio analysis with special reference The Commercial Co-Op Bank Ltd. Kolhapur.	The Commercial Co-Op Bank Ltd. Kolhapur.
4.	Mrs. Durga Satish Kale	A study of ratio analysis with special reference to shri veershaiv c0-op bank ltd.. kolhapur (multi-state bank).	shri veershaiv c0-op bank ltd.. kolhapur (multi-state bank).
5.	Miss. Rutika Bhimrao Nikam	A Study of Non- Performing Asset (NPA)" with reference to Punjab National Bank. Dist: Kolhapur.	Punjab National Bank. Dist: Kolhapur.
6.	Miss.Saloni Suryakant Dangare	A Study of process costing" with special reference to AVANI Garments. Ichalkaranji". Place: Ichalkaranji.	AVANI Garments. Ichalkaranji". Place: Ichalkaranji.
7.	Miss. Aasavari Anil Jagdale	A Study of capital Budgeting with special reference to Anil milk production. Mangaon". Place: Mangaon Place: Near Ganesh Temp Magnon.	Anil milk production. Mangaon". Place: Mangaon Place: Near Ganesh Temp Magnon.
8.	Miss. Mansi Nandkumar Kumbhar	A study of working capital management of chatrapati rajaram sahkari sakhar karkhana.	Shree Chatrapati Rajaram SahakariSakharKarkhana Ltd. CERTIFICATE Kasaba Bavada. Tal. Karveer Dist. Kolhapur


HEAD
DEPARTMENT OF COMMERCE
VIVEKANAND COLLEGE, KOLHAPUR
(AUTONOMOUS)



GHATGE PATIL TRANSPORTS PVT. LTD.

Regd. Office : 517-E, Pune-Bangalore Road, Kolhapur-416 001.

CIN : U60231PN1958PTC011055

Tel : (0231) 2537911 (4 lines), 2536725,

Visit us at : www.ghatgepatiltransports.com

Ref. No.
HR/ESTB/5694

Date : / / 20
05/02/2022

To,

Ms. Manasi Halure

This is to certify that **Ms. Manasi Halure** has successfully completed Project for "A Study of Salary and Wages Administration" at **Ghatge Patil Transports Pvt. Ltd, Kolhapur.**

Her performance during project was good.

During this visit, she has performed all the tasks dutifully and the satisfaction of the concerned authority.

I recommend and wish her all the best for future endeavours.

Toraskar P.P

Thank You,

Prashant Toraskar

Deputy Manager - HR

Ghatge Patil Transports



SHRICHHATRAPATIRAJARAMSAHAKARISAKHAR

KARKHANA

KASABASAWADA, TALUKA-KARVEER, KOLHAPUR-416006(MAHARASHTRA)
PHONE: 2600421 TO 24, 2600202 E-MAIL : rajaram.karkhanaOS@gmail.com
FAX: 0231.2600874 REGD.NO. :KPR/KVR/PRG(A)2(S)/83-84 OT.11-4-1984

CRSSK/TIME/2021-22

Date 24/03/2022

CERTIFICATE

(TO WHOM SO EVER IT MAY CONCEN)

This is to certify that **MISS.SONIYA PRAKASH CHOUGALE** student of **M.COM PART II VIVEKANAND COLLEGE, KOLHAPUR** has completed her **PROJECT WORK ON "A STUDY OF WORKING CAPITAL MANAGEMENT OF CHHATRAPATI RAJARAM SAHKARI SAKHAR KARKHANA**

In our Factory from the year 2021-22

During the above period of her training with us, we found her to be sincere, studious.

We wish her & All the Best & Success in her future career.


(Jayvant L. Ghodake)

H.R. Manager

Sh. Chh. Rajaram S.S.K. Ltd.,
Kasaba Bavada, Kolhapur



The Commercial Co-op. Bank Limited, Kolhapur
Head Office : 615 E Ward, 1st Lane, Shahपुरी, Kolhapur. Phone : 0231-2656561, 2653261

दि कमर्शियल को-ऑपरेटिव्ह बँक लिमिटेड, कोल्हापूर.
प्रधान कार्यालय : ६१५, 'ई' शाहपुरी, कोल्हापूर - ४१६ ००१. फोन : ०२३१-२६५६५६१, २६५३२६१

संदर्भ क्र.: CCBL/GN/2022/109

दिनांक : 16/08/2022

CERTIFICATE

TO WHOM-SO-EVER IT MAY CONCERN

This is to certify that Miss.Supriya Sanjay Kusale a student of M.COM-II
Vivekanand College, Kolhapur.

She has Successfully completed her project report on "A STUDY OF FINANCIAL
COMPARATIVE STATEMENT AND RATIO ANALYSIS" with special reference The
Commercial Co-Op Bank Ltd. Kolhapur. She has completed the project within the period.

She found hard working and sincere during the tenure of her project. She has
completed her project report by taking full knowledge regarding analysis of our bank.

Hence, This Certificate.

Thanking You,


Your's Faithfully,

Br. Manager
The Commercial Co-Op Bank Ltd.
Branch Gandhinagar.

To,
Miss.Supriya Sanjay Kusale
Kolhapur.

SHRI VEERSHAIV CO-OP. BANK LTD., (MULTI STATE BANK)

Head Office : 517,A/1, E Ward, Tararani Chowk, Kolhapur. 416001.

Phone : (0231) 2536940 / 41 / 42, Fax : (0231) 2537403,

E-mail : info@shriveershaivbank.com, Website : www.veershaivbank.co.in



श्री.वीरशैव
को-ऑप.
बँक लि.
(मल्टी स्टेट बँक)

Ref. No. : _____ Date : _____ / _____ / 20

Date:- 07/04/2019

CERTIFICATE

(TO WHOM SO EVER IT MAY CONCERN)

This is to Certify that, *Mrs. DURGA SATISH KALE* student of **M.COM-II.** from **SHIVAJI UNIVERSITY, KOLHAPUR** in Center of Vivekanand College, Kolhapur has successfully completed project work on “**A STUDY OF RATIO ANALYSIS**” with special reference to “**SHRI VEERSHAIV CO-OP BANK LTD., KOLHAPUR (Multi-State Bank)**” in our Bank during the period from 01/02/2019 to 31/03/2019 for 59 days.

During the above training period she was found to be sincere & hard working.

We wish her all the success in future

Truly you,

Date :- 07/04/2019

Place :- **Kolhapur**



[Handwritten Signature]
GENERAL MANAGER

CERTIFICATE

This is to certify that **Miss. Rutika Bhimrao Nikam** student of **M. Com II year student of Vivekanand College; Kolhapur** has successfully completed her project work on "**A Study of Non- Performing Asset (NPA)**" with reference to **Punjab National Bank. Dist: Kolhapur** during the academic year 2021-22.

The data presented by her has been checked by us and is true as per our record. We wish her all the success in her career.

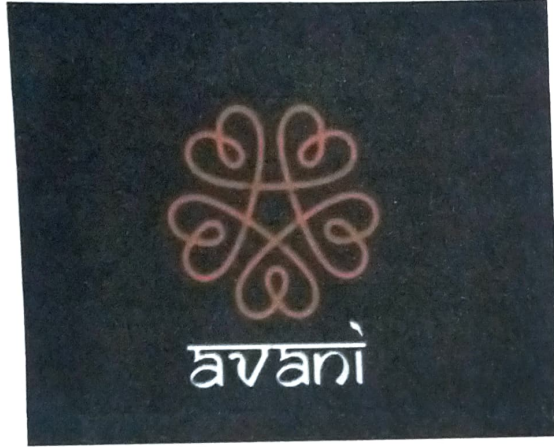
Regards



Branch Manager

AVANI GARMENTS, ICHALKARANJI

(Tal – Hatkangale, Dist.–Kolhapur)



CERTIFICATE

This is certificate that, "MISS.SALONI SURYAKANT DANGARE student of "VIVEKANAND COLLEGE, KOLHAPUR", has been associated with us as "project trainee" and she has successfully completed her project with "AVANI garment, Ichalkaranj".

She has worked on project titled "Study of process costing" with special reference to "AVANI Garments, Ichalkaranji".

During the period 2 Feb 2022 to 5 March 2022, we found her performance is excellent, hardworking and goal oriented. We have found her to execute necessary skill and attitudes of effective working of any industrial environment.

We wish her all the best for her future endeavor.

Place: Ichalkaranji

Date: 20/03/2022

अवनी गारमेंट
२२/१५१६ विकास नगर, इचलकरंजी.
मो.नं. 9028707107.
MR. AKASH. V. JWARE

**ANIL MILK PRODUCTION,
MANGAON.**



Place: Near Ganesh Temple
Mangon

Tal – Hatkangale, Dist.–Kolhapur.

Tel:0230-2481053

CERTIFICATE

This is certificate that, "MISS.AASAVARI ANIL JAGDALE student of SWAMI VIVEKANAND COLLEGE, KOLHAPUR", has been associated with us as "project trainee" and he has successfully completed his project with "Anil milk production, Mangaon".

He has worked on project titled "Study of capital Budgeting with special reference to "Anil milk production, Mangaon".

During the period 30 Jan 2022 to 12 Feb 2022, we found his performance is excellent, hardworking and goal oriented. We have found him to execute necessary skill and attitudes of effective working of any industrial environment.

We wish him all the best for his future endeavor.

Place: Mangaon

Date: 17/3/2022



A handwritten signature in blue ink, appearing to read "Subhash Jagdale".

**Mr. Subhash Jagdale
(MANAGING DIRECTOR)**

A
PROJECT REPORT
ON

"Initial P... Limited"



SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR
THE DEGREE OF
MASTER OF COMMERCE

OF

VIVEKANAND COLLEGE, KOLHAPUR (AUTONOMOUS)

BY

MR. SUNIL BAJARANG JADHAV

Under the Guidance of

PROF. MAYAKUMARI PUROHIT



DEPARTMENT OF COMMERCE

VIVEKANAND COLLEGE, KOLHAPUR (AUTONOMOUS)

C.S. No 2130 "E" Ward, Tarabai Park, Kolhapur, 416003

Assessed
18-10-21

Shree Chatrapati Rajaram Sahakari Sakhar Karkhana Ltd.

Shree Chatrapati Rajaram Sahakari Sakhar Karkhana Ltd.

Kasaba Bavada, Tal. Karveer

District : Kolhapur (Maharashtra)

Pin : 416 006.

Fax No. : (0231)-2600874 Phone No. : (0231)- 2600421 to 22600424

CERTIFICATE

This is to certify that Miss. Mansi Nandkumar Kumbhar student of M.com,
Vivevakanand College Kolhapur, has collected information to completion of project
work on "A STUDY OF WORKING CAPITAL MANAGEMENT OF CHATRAPATI
RAJARAM SAHKARI SAKHR KARKHANA" in our organization.

During the above this process period she found to be sincere and hardworking.

We wish her all the success in future.

Cha.Sah Rajaram Sakhar Karkhana

(Manager)

Vivekanand Collage Kolhapur (Autonomous)

Internship M.Com Projects Certificates 2020-21



Sr. No	Students Name	Project Title	Company Name
1.	Mr. Rushikesh Hambirrao Mane.	A study of financial performance using ratio analysis" "to shriram nagari sahkari path sanstha maryadit. kasaba bawada kolhapur."	shriram nagari sahkari path sanstha maryadit. kasaba bawada kolhapur."
2.	Mrs. Anuradha Balasaheb Patil.	"Analytical Study Of Mohite Automobiles Pvt. Ltd." At Kolhapur city.	Mohite Automobiles Pvt. Ltd." At Kolhapur city.
3.	Miss Monali Sanjay Powar.	"Analysis of Capital Structure of Shri. Chhatrapati Rajaram Sahakari Sakhar Karkhana Ltd.." Kasaba Bavada. Kolhapur .	Shri. Chhatrapati Rajaram Sahakari Sakhar Karkhana Ltd.." Kasaba Bavada. Kolhapur .


HEAD
DEPARTMENT OF COMMERCE
VIVEKANAND COLLEGE, KOLHAPUR
(AUTONOMOUS)

॥ जय सहकार ॥

रजि. नं. : के.पी.आर./आर.एस. आर./१७०६-८१

स्थापना : ३ एप्रिल १९८१


श्री राम नागरी सहकारी पत संस्था मर्या;

कसबा बावडा, कोल्हापूर - ४१६ ००६

दिनांक : १६/०९/२०२१

CERTIFICATE

This is certifying that, MR. RUSHIKESH HAMBIRRAO MANE, Students of VIVEKANAND COLLEGE, KOLHAPUR has been completed Project work under my supervision & guidelines. The project entitled "A STUDY OF FINANCIAL PERFORMANCE USING RATIO ANALYSIS" "TO SHRIRAM NAGARI SAHKARI PATH SANSTHA MARYADIT, KASABA BAWADA KOLHAPUR." During the academic year 2020-2021. To the best of knowledge & belief the work prescribed in this report is authentic work & in not produced from any source.


Chief Executive Officer

श्री राम नागरी सहकारी पत संस्था
कसबा बावडा, कोल्हापूर.



TO WHOM SO EVER IT MAY CONCERN


This is to certify that **Mrs. Anuradha Balasaheb Patil**, a student of final year **M.Com**, has prepared project report entitled, An **“Analytical Study Of Mohite Automobiles Pvt. Ltd.”** At Kolhapur city.

As a partial fulfillment of Master of Commerce Degree of Vivekanad college kolhapur under the Faculty of Commerce for the academic year **2020-2021**.

Date: /09/2021

Place: Kolhapur

For Mohite Automobiles Pvt. Ltd.


Authorised Signatory

CERTIFICATE

This is to certify that, Miss Monali Sanjay Powar, M.Com 2nd year student of Vivekanand College, Kolhapur (Autonomous) has successfully completed project of "Analysis of Capital Structure of Shri. Chhatrapati Rajaram Sahakari Sakhar Karkhana Ltd." Kasaba Bavada, Kolhapur from year 2020-2021.

To the best of my knowledge, he is sincere, painstaking candidate. We wish him success for his further career.

This certificate is issued to her at her request.


(Jaywant L. Ghodake)

H.R. Manager


Shri Chhatrapati Rajaram Sahakari Sakhar
Karkhana Ltd., Kasaba Bavada, Kolhapur

Vivekanand Collage Kolhapur (Autonomous)

Internship M.Com Projects Certificates 2018-19



Sr.No	Students Name	Project Title	Company Name
1	Seema Bharat Khot.	A Study of Training & Development Process With Reference to TRIMURTHI KITCHEN EQUIPMENT& FABRICATION M.I.D. C. Gokul Shirqanr T Korveer, Dist. Kolhapur	TRIMURTHI KITCHEN EQUIPMENT& FABRICATION M.I.D. C. Gokul Shirqanr T Korveer, Dist. Kolhapur.
2	Miss. Poonam Sunil Kadam	The Study Of Purchase and Material Management with refecence of India Tile Gallery.	INDIA TILE GALLERY NH -4 Service Road, Opp. Shirolu Mide Mayur Phata Near Mahindra Showroom Shirolu , Kolhapur.
3	Miss. Vinita Ashok Oswal	A Study of Retail Loan Lending With Reference to Bank Of Maharashtra Shivaji University Area Branch Parvati Bldg, Tornanagar, Sagar mal Kolhapur.	Bank Of Maharashtra Shivaji University Area Branch Parvati Bldg, Tornanagar, Sagar mal Kolhapur.
4	Miss. Ashwarya B Patil	A Study of Loans And Advances with references to The Ajara Urban Co-Operative Bank Ltd Ajara Branch Tarale.	The Ajara Urban Co-Operative Bank Ltd Ajara Branch Tarale. Dist. Kolhapur.
5	Miss. Ashwini Prakash Sutar	A Study of an Analysis of cash Flow Statement With Reference to Sh. Chh. Rajaram S.S.K. Ltd., Kasaba Bavada, Kolhapur.	Sh. Chh. Rajaram S.S.K. Ltd., Kasaba Bavada, Kolhapur.
6	Mr. Akash K. Kamble	A Study of Financial Assistance to Panhala Municipal Council Under Swachh Bharat Mission.	Panhala Municipal Council Panhala Tal- Panhala, Dist-Kolhapur.


HEAD
 DEPARTMENT OF COMMERCE
 VIVEKANAND COLLEGE, KOLHAPUR
 (AUTONOMOUS)

TRIMURTHI KITCHEN EQUIPMENT & FABRICATION

MANUFACTURERS OF HOTEL & BAKERY KITCHEN EQUIPMENTS,

S.S.GADI, ICE-CREAM GADI, BHEL GADI, S.S.RAILING

Plot No. B-32, MIDC, Gokul Shirgaon, Kolhapur - 416234.

Mob. No. 07798 4674, 09766358379.

GSTIN : 27AALFT2133Q1ZN

Date :- 01/04/2019

CERTIFICATE

(TO WHOM SO EVER IT MAY CONCERN)

This is to certify that, Seema Bharat Khot, Student of MBA-Executive/
Distance Mode, Shivaji University, Kolhapur, Maharashtra has successfully
completed Project Work on **STUDY OF TRAINING & DEVELOPMENT
PROCEDURES** in our organization during the period from **Sept. 2018 to April
2019.**

During the above training period, she was found to be sincere and
hardworking.

We wish her all the success in future.



TRIMURTHI KITCHEN EQUIPMENT & FABRICATION

M. I. D. C. Gokul Shirgaon Tal. Karveer, Dist. Kolhapur

For **TRIMURTHI KITCHEN**

EQUIPMENT & FABRICATION

INDIA TILE GALLERY

NH -4 Service Road,
Opp. Shirolu Midc Mayur Phata
Near Mahindra Showroom Shirolu , Kolhapur
Ph-8087121316, 8329531090
Mail Id: indiatilegallery@gmail.com

CERTIFICATE

This is to certify that Miss. **Poonam Sunil Kadam** Student of M.com -II Year From Vivekanand College, Kolhapur has Completed Project Work on "**The Study Of Purchase and Material Management with refecence of India Tile Gallery** " in our firm date September 2018 to March 2019.

During this Project Work period she found very sincere, hard worker and honest.

• We wish her every success in her future.



Managing Director

	<p>बैंक ऑफ महाराष्ट्र Bank of Maharashtra भारत सरकार का उद्यम एक परिवार एक बैंक</p>	<p>Shivaji University Area Branch Parvati Bldg, Tormanagar, Sagar mal, Kolhapur Tele : 0231-2690477 /2691410 e-mail : brmgr662@mahabank.co.in Head Office: LOKMANGAL,1501,SHIVAJINAGAR,PUNE-5</p>	
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Ref: AN27/SUA/1/2018-19

Date: 19/03/2019

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Miss. Vinita Ashok Oswal, Student of M.Com II, from Vivekanand College, Kolhapur has successfully completed the project work on "RETAIL LOAN LENDING" in our organization. The data presented by her has been checked by us and is true as per our records. We wish her all the success in her career




(Signature of the branch Manager)
 Name: Nilesh S Paranjpe
 Designation: Branch Manager

सुवर्ण महोत्सवी बँक



दि आजरा अर्बन को-ऑप. बँक लि; आजरा, जि. कोल्हापूर.
शाखा : तारले बाजार पथ तारले ता. राधानगरी जि. कोल्हापूर (महाराष्ट्र) पिन-४१६ २१२
फोन - (०२३२१) २३०१६६, २३०१६७

The Ajara Urban Co-Op. Bank Ltd; Ajara, Dist. Kolhapur.
Branch : TARLE Bazar Peth TARLE Tal- Radhanagri, Dist. Kolhapur.
(Maharashtra) Pin- 416 212
Email - ajbank458014@gmail.com Phone : (02321) 237166, 237167

Estd : 19/10/1960

जावक क्रमांक : 9222 2092-98

दिनांक १२/०३/२०१९



CERTIFICATE

(TO WHOM SO EVER MAY CONCERN)

This is to certified that Miss.Aishwarya B. Patil Student Of M.Com Part II Of Vivekanand College Kolhapur has Completed her Project Name "A Study Of Loans And Advances With Special Reference to The Ajara Urban Co-Op Bank Ltd. Ajara,Branch Tarale" in our bank from in year 2018-19.

During above period of her training with us we found her to be sincere and studious.

We wish her and all the best and success in her future career.

FOR THE AJARA URBAN CO-OP. BANK LTD.

BR. MANAGER
BR. TARALE



SHRI CHHATRAPATI RAJARAM SAHAKARI SAKHAR KARKHANA LTD.

KASABA BAWADA, TALUKA-KARVEER, KOLHAPUR-416006 (MAHARASHTRA)
PHONE : 2600421 TO 24, 2600202 E-MAIL : rajaram.karkhana05@gmail.com
FAX : 0231 : 2600874 REGD.NO. KPR/KVR/PRG (A) 2(S) / 83-84 DT. 11-4-1984

CRSSK/TIME/2018-19

Date : 28-03-2019

CERTIFICATE

(TO WHOM SO EVER IT MAY CONCERN)

This is to certify that **MISS. ASHWINI PRAKASH SUTAR** student of **M.COM PART-II VIVEKANAND COLLEGE, KOLHAPUR** has completed her **PROJECT WORK ON "AN ANALYSIS OF CASH FLOW STATEMENT"** in our Factory from the year 2018-19.

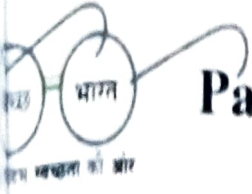
During the above period of her training with us, we found her to be sincere, studious.

We wish her & All the Best & Success in her future career.


(Jayvant L. Ghodake)

H.R. Manager

Sh. Chh. Rajaram S.S.K. Ltd.,
Kasaba Bavada, Kolhapur



Panhala Municipal Council Panhala Tal-Panhala, Dist-Kolhapur.

Office Phone No. 02328-235027
Toll Free No. 18002334813

E-mail - co.panhalahill@gmail.com
Website-www.panhalahillstation.com

Otd.No.-SS/ — /2018-19

Date :- 11-04-2019

CERTIFICATE

This is to certify that **Mr. Akash K. Kamble** Student of **M.Com. Part II** of **Vivekanand College, Kolhapur** has completed his project work on "**A Study of Financial Assistance to Panhala Municipal Council Under Swachh Bharat Mission**" in the period of two years 2016-17 & 2017-18.

During above period of his training with us we found him to be Sincere, Studious.

We wish him all the best for his successful career in future.



(Signature)
Chief Officer

Panhala Municipal Council, Panhala.



Corp. Office :-
392, 'E' Ward,
Assembly Road, Shahupuri,
Kolhapur - 416 001, Maharashtra, INDIA.
T 0231 - 2658375

Works :-
Plot No. C - 18,
Five Star MIDC, Kagal,
Kolhapur - 416 216, Maharashtra, INDIA.
T 0231 - 2305311, 2305312
W www.synergygreenind.com
PAN : AAOCS8603A
CIN : L27100PN2010PLC137493
GSTIN : 27AAOCS8603A1ZD



SGIL/HRD/TRG/2023

Date: - 18.08.2023

CERTIFICATE

(TO WHOMSOEVER IT MAY CONCERN.)

This is to certify that **Mr. Sudhansu Sekhar Patra** student of Bachelor of Foundry Technology from Vivekanand College, Kolhapur has successfully completed his internship in our organization from 15th July 2022 to 15th October 2022. During this period, he was found to be punctual and disciplined.

We wish him a bright future.

For Synergy Green Industries Ltd.


Sandip Jangam
Sr. Officer- HR & Admin.





TexoneTM

Foundry Equipments

AN ISO 9001:2015 COMPANY



G-41, M.I.D.C., Gokul Shirgaon, Kolhapur, (Maharashtra, INDIA)- 416 234 Cell.: 9890999990 Ph.: 0231-2672099
Web : www.texoneequipments.com, www.mouldingboxes.com Email: texonemail@gmail.com sales@mouldingboxes.com

Ref. No. 540 / TEX/CER/2022

Date :- 01/06/2022

CERTIFICATE

(To whom it may concern)

This is to certify that student Mr.Patil Abhishek Santosh third year Foundry Technology student from Vivekand college of Autonomous, Kolhapur. As a part of his study has successfully completed Industrial Training in our Engineering department commencing from 10 Jan 2022 To 30 April 2022.



Texone Foundry Equipments

(Signature)
Proprietor

Corp. Office :-
392, 'E' Ward,
Assembly Road, Shahupuri,
Kolhapur - 416 001, Maharashtra, INDIA.
T 0231 - 2658375

Works :-
Plot No. C - 18,
Five Star MIDC, Kagal,
Kolhapur - 416 216, Maharashtra, INDIA.
T 0231 - 2305311, 2305312
W www.synergygreenind.com
PAN : AA0CS8603A
CIN : L27100PN2010PLC137493
GSTIN : 27AA0CS8603A1ZD



SGIL/HRD/2022

Date: - 11.06.2022

CERTIFICATE
(TO WHOMSOEVER IT MAY CONCERN.)

This is to certify that **Mr. Dhananjay Suresh Patil**, a student of Diploma in Foundry Technology - 3rd Year from Vivekanand College, Kolhapur has successfully completed his internship in our organization from 15th February 2022 to 31st May 2022. During this period he was been found to be punctual and disciplined.

We wish him a bright future.

For Synergy Green Industries Ltd.


Sanjay Patil
Manager - HR & Admin.





SHRIRAM INDUSTRIES

GST No.: 27AEXPJ6823K1ZR

Works :- R.S.575/10, PLOT NO. 51, M.I.D.C., SHIROLI (P), KOLHAPUR - 416 122.

Cell-9850515637, 9604059494

Ref. No.

Date :

TO WHOM IT MAY CONCERN

This is to certify that Mr. Saurabh Baban Patil student of Vivekanand College, Kolhapur has undergone Three-Month internship from 14th Feb.2022 to 15th May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He has shown interest in learning other activities. We found him sincere, hardworking, dedicated and result-oriented. He worked well as part of the team during his tenure.

We take this opportunity to thank him and wish him all the best for his future.



SHRIRAM INDUSTRIES

Corp. Office :-
392, 'E' Ward,
Assembly Road, Shahupuri,
Kolhapur - 416 001, Maharashtra, INDIA.
T 0231 - 2658375

Works :-
Plot No. C - 18,
Five Star MIDC, Kagal,
Kolhapur - 416 216, Maharashtra, INDIA.
T 0231 - 2305311, 2305312
W www.synergygreenind.com
PAN : AAOCS8603A
CIN : L27100PN2010PLC137493
GSTIN : 27AAOCS8603A1ZD



SGIL/HRD/2022

Date: - 11.06.2022

CERTIFICATE
(TO WHOMSOEVER IT MAY CONCERN.)

This is to certify that **Mr. Nitish Sukumar Kadam**, a student of Diploma in Foundry Technology - 3rd Year from Vivekanand College, Kolhapur has successfully completed his internship in our organization from 15th February 2022 to 31st May 2022. During this period he was been found to be punctual and disciplined.

We wish him a bright future.

For Synergy Green Industries Ltd.


Sanjay Patil
Manager - HR & Admin.





SHRI BALAJI INDUSTRIES

Plot No. 595/2, House No. 4155, Behind Kolhapur Axles,
Shiroli (P.), Kolhapur - 416 122. Mob. 9890443614

Date :

TO WHOM IT MAY CONCERN

This is certify that Mr. Omkar Pandurang Biranje student of Vivekanand College, Kolhapur has undergone three month internship from 14 Feb. 2022 to 15 May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He had shown a keen interest in learning other activities. We found him sincere, hardworking, and dedicated and result oriented. He worked opportunity to thank him and wish him all the best for his future.

For SHREE BALAJI INDUSTRIES



KUBP
Proprietor

[Handwritten signature]



SHRI BALAJI INDUSTRIES

Plot No. 595/2, House No. 4155, Behind Kolhapur Axles,
Shiroli (P.), Kolhapur - 416 122. Mob. 9890443614

Date :

TO WHOM IT MAY CONCERN

This is certify that Mr. Prathmesh Ananda Patil student of Vivekanand College, Kolhapur has undergone three month internship from 14 Feb. 2022 to 15 May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He had shown a keen interest in learning other activities. We found him sincere, hardworking, and dedicated and result oriented. He worked opportunity to thank him and wish him all the best for his future

FOR SHRI BALAJI INDUSTRIES


Proprietor





SUHAS INDUSTRIES

Email: suhaspatil0765@gmail.com | Contact: 9921000765

REF:

DATE:

TO WHOSOEVER IT MAY CONCERN

This is to certify that Mr. Shravan Bajirao kumbhar Third Year B.VOC foundry technology student has successfully completed the Industrial training for 90 days in our Shirolu Workshop from 11 FEBRUARY 2022 to 12 MAY 2022

During his tenure of work he is found punctual, honest and hardworking. We wish him all the best in his future.

The certificate is issued on his request.

Suhas Patil

For SUHAS INDUSTRIES
Mr. Suhas Patil
Contact No. 9921000765

C/O. OM Fabricates, Plot No. 524, Shriramnagar, MIDC Shirolu,
Tal.-Hatkalangale, Dist.- Kolhapur, Pin-416122



Edit with WPS Office



SHRI BALAJI INDUSTRIES

Plot No. 595/2, House No. 4155, Behind Kolhapur Axles,
Shiroli (P.), Kolhapur - 416122. Mob. 9890443614

Date :

TO WHOM IT MAY CONCERN

This is certify that Mr. Shubham Kumar Patil student of Vivekanand College, Kolhapur has undergone three month internship from 14 Feb. 2022 to 15 May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He had shown a keen interest in learning other activities. We found him sincere, hardworking, and dedicated and result oriented. He worked opportunity to thank him and wish him all the best for his future



FOR SHRI BALAJI INDUSTRIES
K. B. Patil
Proprietor



SHRI BALAJI INDUSTRIES

Plot No. 595/2, House No. 4155, Behind Kolhapur Axles,
Shiroli (P.), Kolhapur - 416 122. Mob. 9890443614

Date :

TO WHOM IT MAY CONCERN

This is certify that Mr. Swapnil Sambhaji Chougule student of Vivekanand College, Kolhapur has undergone three month internship from 14 Feb. 2022 to 15 May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He had shown a keen interest in learning other activities. We found him sincere, hardworking, and dedicated and result oriented. He worked opportunity to thank him and wish him all the best for his future



FOR SHRI BALAJI INDUSTRIES
[Signature]
Proprietor



SHRIRAM INDUSTRIES

GST No.: 27AEXPJ6823K1ZR

Works :- R.S.575/10, PLOT NO. 51, M.I.D.C., SHIROLI (P), KOLHAPUR - 416 122

Cell-9850515637, 9604059494

Ref. No.

Date :

TO WHOM IT MAY CONCERN

This is to certify that Mr. Ujwal Prakash Kadam student of Vivekanand College, Kolhapur has undergone Three-Month internship from 14th Feb.2022 to 15th May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He has shown interest in learning other activities. We found him sincere, hardworking, dedicated and result-oriented. He worked well as part of the team during his tenure.

We take this opportunity to thank him and wish him all the best for his future.



SHRIRAM INDUSTRIES



SHRI BALAJI INDUSTRIES

Plot No. 595/2, House No. 4155, Behind Kolhapur Axles,
Shiroli (P.), Kolhapur - 416 122. Mob. 9890443614

Date :

TO WHOM IT MAY CONCERN

This is certify that Mr. Vishal Sundar Kore student of Vivekanand College, Kolhapur has undergone three month internship from 14 Feb. 2022 to 15 May 2022, at our company.

During the internship have been exposed to various operational and maintains activities. He had shown a keen interest in learning other activities. We found him sincere, hardworking, and dedicated and result oriented. He worked opportunity to thank him and wish him all the best for his future

FOR SHRI BALAJI INDUSTRIES

Proprietor





Date: 01 / 06 / 2021

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Ashish Gautam Bhosale** student of Vivekanand College, Kolhapur has undergone Three Month internship from **14 Feb. 2021 to 15 May 2021**, at our company.

During the internship have been exposed to various operational and maintains activities. He had shown a keen interest in learning other activities. We found him sincere, hardworking, dedicated, and result-oriented. He worked well as part of the team during his tenure. We take this opportunity to thank him and wish him all the best for his future.


Prop. Sign.




NEW MELTING CENTRE PVT.LTD. UNIT - I

Manufacturer of Quality Castings & Machined Components

Gat No. 706 (Machine Division) At. Kushire, Post. Pohale, Tal.Panhala, Dist.Kolhapur,
Pin – 416229, Phone: 02328-271224. ho@newmeltingcentre.com

Date: 09.04.2021

To Whomsoever It May Concern

This is to certify that **Mr. Parvej Suleman Shekh** Student of Vivekanand College, Kolhapur. He has Successfully Completed his “Internship” in our organization during the period from 04th Jan 2021 to 04th April 2021 at our Foundry Plant as a part of his curriculum.

During the said training period, we found him to be sincere and hardworking. We wish him best for his future endeavor.

For,
New Melting Centre Pvt. Ltd.

A handwritten signature in blue ink, appearing to be 'Rajesh', written over a rectangular box.

Authorized Signature

**SHREE
SPHEROTECH
PVT. LTD.**



MFGS.: S.G.IRON & C.I. CASTINGS & COMPONENTS

D-31, M.I.D.C. SHIROLI,
KOLHAPUR - 416122
MAHARASHTRA - INDIA

PH : (0230) 2469704
Cell : 9970966333

Date: 06th April 2021

CERTIFICATE

TO WHOM SO EVER IT MY CONCERN

This is to certify that **Mr. Sachin Pandharinath Sutar**, student of **"Vivekanand College, Kolhapur."** Studying in **Foundry Technology**, He has under gone training on a study of **"A Vocational Industrial Training"**.

He has carried out this training in **SHREE SPHEROTECH PVT. LTD. MIDC SHIROLI, KOLHAPUR**, from **02nd January 2021 to 31th March 2021**.

We wish to him all the best for his future endeavors.

For Shree Spherotech Pvt. Ltd.,

Manager HR





ANISO 9001-2015 COMPANY

PEARL CAST ALLOYS

Plot No. 2 /2, Opp. Bharat Udyog ,M.I.D.C.,Shiroli,Kolhapur-416 122.

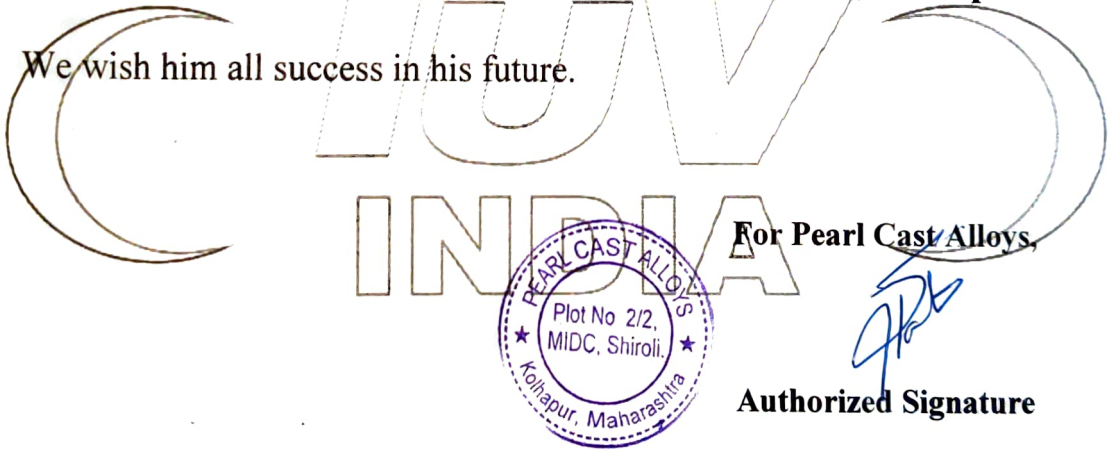
Tel./ Fax : (0230) 2469493.

E-mail : pearlcastalloys2016@gmail.com

Date – 13th Mar 2021

This is certify that **MR.MANE SHUBHAM TANAJI** of **VIVEKANAND COLLEGE, KOLHAPUR** has successfully completed From 20th Dec 2020 to 13th Mar 2021 Industrial Training at **PEARL CAST ALLOYS Plot No. 2/2, MIDC, Shiroli, Kolhapur.**

We wish him all success in his future.



For Pearl Cast Alloys,

Authorized Signature



CERTI.Reg.No.QM 03 00843

Manufacturer of graded C.I./ SGI Castings in valves / pumps etc.



NEW MELTING CENTRE PVT.LTD. UNIT - I

Manufacturer of Quality Castings & Machined Components

Gat No. 706 (Machine Division) At. Kushire, Post. Pohale, Tal.Panhala, Dist.Kolhapur,
Pin – 416229, Phone: 02328-271224. ho@newmeltingcentre.com

Date: 09.04.2021

To Whomsoever It May Concern

This is to certify that **Mr. Atul Balkrishna Chandane** Student of Vivekanand College, Kolhapur. He has Successfully Completed his “Internship” in our organization during the period from 04th Jan 2021 to 04th April 2021 at our Foundry Plant as a part of his curriculum.

During the said training period, we found him to be sincere and hardworking. We wish him best for his future endeavor.

For,
New Melting Centre Pvt. Ltd.

Authorized Signature



Mantri Metalics Pvt. Ltd., Unit-2

WORKS : Plot No. D-5, Kagal-Hatkananale, Five Star Industrial Estate,
At. - Randivewadi, Tal. : Kagal, Dist. : Kolhapur - 416 212. Maharashtra, INDIA
E-mail : unit2@mantrimetalics.com / mmplu2.hr@gmail.com
Mobile : 9049006074. CIN No. : U28920PN1995PTC091232



Date:-15thmar 2021

This is certify that **MR. JADHAV KUMAR SHIVAJI** Of vivekanand collage ,kolhapur has successfully completed From 10th Dec 2020 to 15th march 2021 Industrial Training at **Mantri Metalics Pvt.Ltd.UNIT-2 Plot No.D-5, kagal-Hatkananale, FIVE STAR MIDC KAGAL, Kolhapur 416212.**

We wish him all success in his future.

For Mantri Metalics ,



Authorized Signature

H. O.: F-10/1, M.I.D.C. Shirol, Kolhapur - 416 122. Maharashtra, INDIA.
Phone : + 91 - 230 -246 90 65, 246 90 75, Fax : + 91-230 - 246 91 94
E-mail : info@mantrimetalics.com / admin@mantrimetalics.com



ADVANCE
CASTINGS PVT. LTD.

ADVANCE CASTINGS (P) LTD

Gat No-533,Tamgaon,Behind Kolhapur Castings, MIDC Gokul Shirgaon, Kolhapur-416234

Ref: Cert/20-21/5

Date: 05.02.2021

CERTIFICATE

(To whomsoever it may concern)

This is to certify that **Mr. MARUTI NARAYAN CHAVAN**, the student of '**B.Voc.in Foundry Technology**' from Vivekananda College Kolhapur(Autonomous) , has undergone Training in our company from 3rd Januray 2021 to 2 nd February 2021

During the tenure of his training, we found him sincere and hardworking. We wish him all the success in his future career.

This certificate has been issued to him on his own request.



For Advance Casting Pvt.Ltd.

Authorized Signatory



Mantri Metallica Pvt. Ltd., Unit-2

WORKS : Plot No. D-5, Kagal-Hatkananale, Five Star Industrial Estate,
At. - Randivewadi, Tal. : Kagal, Dist. : Kolhapur - 416 212. Maharashtra, INDIA
E-mail : unit2@mantrimetallica.com / mmplu2.hr@gmail.com
Mobile : 9049006074. CIN No. : U28920PN1995PTC091232



Date:-15thmar 2021

This is certify that **MR. BUVAGOSAVI SHUBHAM ANKUSH** Of vivekanand collage ,kolhapur has successfully completed From 10th Dec 2020 to 15th march 2021 Industrial Training at **Mantri Metallica Pvt.Ltd.UNIT-2 Plot No.D-5, kagal-Hatkananale, FIVE STAR MIDC KAGAL, Kolhapur 416212.**

We wish him all success in his future.

For Mantri Metallica ,



[Handwritten Signature]
15/03/2021
Authorized Signature

Certificate

This Certificate Is Awarded To

AARTI DASHRATH DHAVALE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_02

Certificate

This Certificate Is Awarded To

ADITYA ANIL POWAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Atos Prayas
Foundation

an Atos CSR initiative

Certificate

This Certificate Is Awarded To

AFRIN PATAVEGAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_04

Certificate

This Certificate Is Awarded To

AISHWARYA GAVASE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Atos Prayas
Foundation

an Atos CSR initiative

Certificate

This Certificate Is Awarded To

AKANKSHA PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

ALISHA MULLANI

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_07

Certificate

This Certificate Is Awarded To

ANIKET DHANGEKAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Atos Prayas
Foundation

an Atos CSR initiative

Certificate

This Certificate Is Awarded To

ANIKET INGAVALE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_09

Certificate

This Certificate Is Awarded To

ANKITA DALAVI

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

ANURADHA KAPASE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

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Certificate No: Atos_2023_MH_BFSI_Batch_04_11

Certificate

This Certificate Is Awarded To

ANUSHKA KAMBLE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

ASHWINI GUDMEWAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_13

Certificate

This Certificate Is Awarded To

AYESHA GAVANDI

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



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Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_14

Certificate

This Certificate Is Awarded To

BASAVRAJ PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



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Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Atos Prayas
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Certificate

This Certificate Is Awarded To

DHAIRYASHIL PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

DURGA PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

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Certificate No: Atos_2023_MH_BFSI_Batch_04_17

Certificate

This Certificate Is Awarded To

PADMASINH GAIKWAD

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

SANDHYA GAIKWAD

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

SANJANA GHORAPADE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

HARSHWARDHAN ZAMBARE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

HARSHWARDHAN KATKAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

JANAKI DODAMANI

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

JATIN CHOUGULE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

JOYA JUNED MOMIN

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

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Certificate No: Atos_2023_MH_BFSI_Batch_04_25

Certificate

This Certificate Is Awarded To

JUBER MUNIR NADAF

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

KARAN RAJESH SAWANT

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

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Certificate No: Atos_2023_MH_BFSI_Batch_04_27

Certificate

This Certificate Is Awarded To

KAUSTUBH RAORANE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

KIRAN RAJENDRA PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

KOMAL SHIVAJI BANSODE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_30

Certificate

This Certificate Is Awarded To

MANJUSHA KASALKAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_31

Certificate

This Certificate Is Awarded To

MAYURI JASUD

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

MUKTA SUNIL NAVALE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

NIKITA RAJENDRA PAWAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_34

Certificate

This Certificate Is Awarded To

NIRANJAN PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

POOJA MAHESH MORE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

PRAJKTA PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

PRANALI ANIL KAREKAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

PRATHAMESH PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

PRATIKSHA MURALI

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

PRATIKAHA BADEKAR

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_41

Certificate

This Certificate Is Awarded To

PRIYANKA LAD

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

RACHANA MANE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

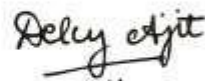
Certificate

This Certificate Is Awarded To

ROHIT FARNE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

An Initiative of Atos Prayas Foundation

Certificate No: Atos_2023_MH_BFSI_Batch_04_44

Certificate

This Certificate Is Awarded To

RUTUJA GAVAS

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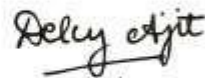
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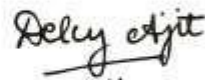
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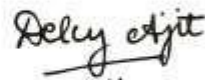
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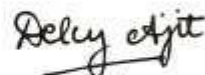
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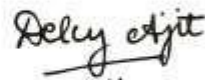
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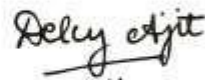
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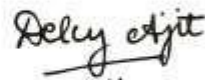
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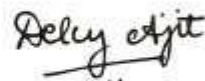
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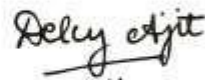
Certificate

This Certificate Is Awarded To

UTKARSHA PATIL

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

VAISHALI BAHIRAM

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation

Certificate

This Certificate Is Awarded To

VRUSHABH CHOUGULE

For successfully completing the BFSI Training at Atos Prayas Foundation, conducted by GTT Foundation as a part of Atos CSR initiative.

Certification Date:
Mar-03-2023



Delcy Ajit
Atos Prayas
Foundation



Dr. Uma Ganesh
Principal Trustee,
GTT Foundation



Ref. No. APPT/ 590374)

Date:-12/07/2023

TO,

Mr. /Ms. Vaishnavi Adsul

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Vaishnavi

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
2. During your NAPS training period you will receive Stipend of INR 13,500 /- p.m. (per month - Thirteen thousand Five Hundred Only) and per month retroactive wef DOJ INR. 500/- (rupees Five hundred only) as retention bonus eligible after 12 months of apprenticeship completion
3. In case your performance, conduct, behaviour found to be unsatisfactory, and uninformed unplanned absence more than consecutive five day and above and your Apprenticeship will be terminated without any payment in lieu thereof, also you will be abide the rules made there under and the rules of discipline applicable for the organization. if you are resign the job you must to serve 30 day of notice period from written application of resign
4. During your training, you shall do, act, discharge and carry out whatever assignments and work assigned to you, to the fullest satisfaction of your trainers and shall abide with instructions regarding work, conduct and behaviour while on work.
5. During apprentice ship you will not be entitled to any of the other benefits or privileges accorded to the permanent employees of the company.
6. During your training, you shall not, without consent in writing of the organization, join any part time, full time professional Body, Association, or Education pursuit with or without remuneration. You shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training with Organization.
7. At the time of joining duties, you will have to submit all required certified photocopies of the Certificates and Testimonial for our records together with their original for verification and two recent passport size photographs.



8. Data Privacy / Information Security

You consent to GKN FE-IN holding and processing your personal data for the purposes of your employment, company's business and administrative purposes. FE-IN also reserves the right to monitor use of its resources, including use of email, Internet and GKN Fokker's intranet.

9. Confidentiality

You shall not during your said employment or at any time thereafter divulge or disclose to any person whomsoever or make any use whatsoever for your own purpose or for any purpose other than that of Fokker and/or its affiliated companies of any information or knowledge obtained by you during your said employment as to the business or affairs of Fokker and/or its affiliated companies or its method as to any trade secret or secret processes of Fokker and/or its affiliated companies and you shall during the said employment also use your best endeavours to prevent any other person from doing so.

Your salary details are private & confidential information and any such failure to maintain confidentiality will invite strict disciplinary action and may result in termination of your services and claims for damages.

10. Prevention of Sexual Harassment at Work Place (POSH)

All employees are covered and governed under POSH policy of the organization. Every employee should have safe and respectful workplace. If you believes that the words or actions of any other employee constitute any form of prohibited conduct in violation of the POSH Policy, should register a complaint before the Internal Complaints Committee at the earliest point of time and in any case within 3 months from the date of occurrence of the alleged incident. The POSH committee details are available on the office notice board and on the POSH policy.

11. Returnable Assets

You will be responsible for the safe keeping of all of Fokker's and Fokker's affiliated companies and their respective contractual counterparties' property and shall return such property in good condition & order which may be in your custody, use, care or charge. We shall have the right to deduct the monetary value of all such items from monies due to you and take such other action as we deem proper in the event of your failure to account such assets to our satisfaction.

12. Termination:

On resignation with 30 days prior notice period

Upon any miss-conduct and against company policy

If employee is not served notice period as per agreed terms notice recovery will be applicable



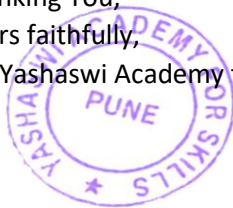
YASHASWI

Employee working less than 365 days will be entitled to pay recovery against eye goggles and uniform as per company policy

13. Your appointment shall be liable to be terminated without any notice. The decision of the company in this regard shall be final
14. On your completion of training or on termination of training, you shall handover all documents to the Yashaswi Office 'Chinchwad ,Pune

I hope you agree all the terms and conditions and hope to see you on the date of joining

Thanking You,
Yours faithfully,
For Yashaswi Academy for Skills



I have read the terms and condition stated above. I have understood the same and I accept them in totally.

.....

Signature with date

YASHASWI



Ref. No. APPT/ 590368)

Date:-27/07/2023

TO,

Mr. /Ms. Swarupa Patil

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Swarupa

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
2. During your NAPS training period you will receive Stipend of INR 13,500 /- p.m. (per month - Thirteen thousand Five Hundred Only) and per month retroactive wef DOJ INR. 500/- (rupees Five hundred only) as retention bonus eligible after 12 months of apprenticeship completion
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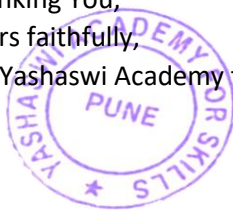
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Thanking You,
Yours faithfully,
For Yashaswi Academy for Skills



I have read the terms and condition stated above. I have understood the same and I accept them in totally.

.....

Signature with date

YASHASWI



Ref. No. APPT/ 590351)

Date:-12/07/2023

TO,

Mr. /Ms. Srushti Nikam

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Srushti

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
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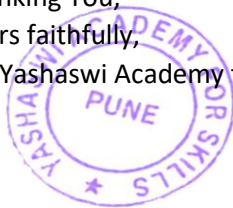
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For Yashaswi Academy for Skills



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.....

Signature with date

YASHASWI



Ref. No. APPT/ 590348)

Date:-12/07/2023

TO,

Mr. /Ms. Shivani Sidgonda Patil

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Shivani

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
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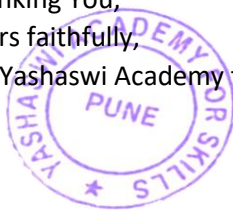
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Thanking You,
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For Yashaswi Academy for Skills



I have read the terms and condition stated above. I have understood the same and I accept them in totally.

.....

Signature with date

YASHASWI



Ref. No. APPT/ 590347)

Date:-12/07/2023

TO,

Mr. /Ms. Sayali Bansode

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Sayali

1. We are pleased to inform you that you have been selected for appointment as an “NAPS Trainee” your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
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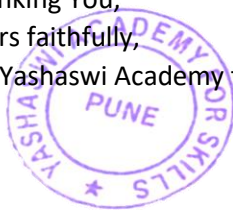
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Thanking You,
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For Yashaswi Academy for Skills



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.....

Signature with date

YASHASWI



Ref. No. APPT/ 590346)

Date:-12/07/2023

TO,

Mr. /Ms. Sanika Salunkhe

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Sanika

1. We are pleased to inform you that you have been selected for appointment as an “NAPS Trainee” your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
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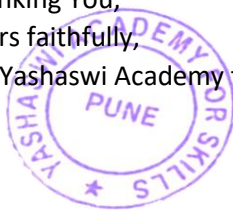
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.....

Signature with date

YASHASWI



Ref. No. APPT/ 590339)

Date:-12/07/2023

TO,

Mr. /Ms. Dipali Chavan

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Dipali

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
2. During your NAPS training period you will receive Stipend of INR 13,500 /- p.m. (per month - Thirteen thousand Five Hundred Only) and per month retroactive wef DOJ INR. 500/- (rupees Five hundred only) as retention bonus eligible after 12 months of apprenticeship completion
3. In case your performance, conduct, behaviour found to be unsatisfactory, and uninformed unplanned absence more than consecutive five day and above and your Apprenticeship will be terminated without any payment in lieu thereof, also you will be abide the rules made there under and the rules of discipline applicable for the organization. if you are resign the job you must to serve 30 day of notice period from written application of resign
4. During your training, you shall do, act, discharge and carry out whatever assignments and work assigned to you, to the fullest satisfaction of your trainers and shall abide with instructions regarding work, conduct and behaviour while on work.
5. During apprentice ship you will not be entitled to any of the other benefits or privileges accorded to the permanent employees of the company.
6. During your training, you shall not, without consent in writing of the organization, join any part time, full time professional Body, Association, or Education pursuit with or without remuneration. You shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training with Organization.
7. At the time of joining duties, you will have to submit all required certified photocopies of the Certificates and Testimonial for our records together with their original for verification and two recent passport size photographs.



8. Data Privacy / Information Security

You consent to GKN FE-IN holding and processing your personal data for the purposes of your employment, company's business and administrative purposes. FE-IN also reserves the right to monitor use of its resources, including use of email, Internet and GKN Fokker's intranet.

9. Confidentiality

You shall not during your said employment or at any time thereafter divulge or disclose to any person whomsoever or make any use whatsoever for your own purpose or for any purpose other than that of Fokker and/or its affiliated companies of any information or knowledge obtained by you during your said employment as to the business or affairs of Fokker and/or its affiliated companies or its method as to any trade secret or secret processes of Fokker and/or its affiliated companies and you shall during the said employment also use your best endeavours to prevent any other person from doing so.

Your salary details are private & confidential information and any such failure to maintain confidentiality will invite strict disciplinary action and may result in termination of your services and claims for damages.

10. Prevention of Sexual Harassment at Work Place (POSH)

All employees are covered and governed under POSH policy of the organization. Every employee should have safe and respectful workplace. If you believes that the words or actions of any other employee constitute any form of prohibited conduct in violation of the POSH Policy, should register a complaint before the Internal Complaints Committee at the earliest point of time and in any case within 3 months from the date of occurrence of the alleged incident. The POSH committee details are available on the office notice board and on the POSH policy.

11. Returnable Assets

You will be responsible for the safe keeping of all of Fokker's and Fokker's affiliated companies and their respective contractual counterparties' property and shall return such property in good condition & order which may be in your custody, use, care or charge. We shall have the right to deduct the monetary value of all such items from monies due to you and take such other action as we deem proper in the event of your failure to account such assets to our satisfaction.

12. Termination:

On resignation with 30 days prior notice period

Upon any miss-conduct and against company policy

If employee is not served notice period as per agreed terms notice recovery will be applicable



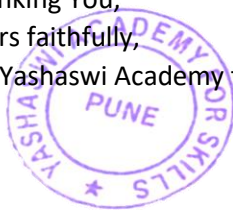
YASHASWI

Employee working less than 365 days will be entitled to pay recovery against eye goggles and uniform as per company policy

13. Your appointment shall be liable to be terminated without any notice. The decision of the company in this regard shall be final
14. On your completion of training or on termination of training, you shall handover all documents to the Yashaswi Office 'Chinchwad ,Pune

I hope you agree all the terms and conditions and hope to see you on the date of joining

Thanking You,
Yours faithfully,
For Yashaswi Academy for Skills



I have read the terms and condition stated above. I have understood the same and I accept them in totally.

.....

Signature with date

YASHASWI



Ref. No. APPT/ 590340)

Date:-12/07/2023

TO,

Mr. /Ms. Dipali Kadam

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Dipali

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
2. During your NAPS training period you will receive Stipend of INR 13,500 /- p.m. (per month - Thirteen thousand Five Hundred Only) and per month retroactive wef DOJ INR. 500/- (rupees Five hundred only) as retention bonus eligible after 12 months of apprenticeship completion
3. In case your performance, conduct, behaviour found to be unsatisfactory, and uninformed unplanned absence more than consecutive five day and above and your Apprenticeship will be terminated without any payment in lieu thereof, also you will be abide the rules made there under and the rules of discipline applicable for the organization. if you are resign the job you must to serve 30 day of notice period from written application of resign
4. During your training, you shall do, act, discharge and carry out whatever assignments and work assigned to you, to the fullest satisfaction of your trainers and shall abide with instructions regarding work, conduct and behaviour while on work.
5. During apprentice ship you will not be entitled to any of the other benefits or privileges accorded to the permanent employees of the company.
6. During your training, you shall not, without consent in writing of the organization, join any part time, full time professional Body, Association, or Education pursuit with or without remuneration. You shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training with Organization.
7. At the time of joining duties, you will have to submit all required certified photocopies of the Certificates and Testimonial for our records together with their original for verification and two recent passport size photographs.



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You consent to GKN FE-IN holding and processing your personal data for the purposes of your employment, company's business and administrative purposes. FE-IN also reserves the right to monitor use of its resources, including use of email, Internet and GKN Fokker's intranet.

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Your salary details are private & confidential information and any such failure to maintain confidentiality will invite strict disciplinary action and may result in termination of your services and claims for damages.

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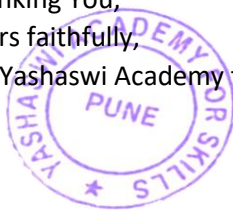
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I hope you agree all the terms and conditions and hope to see you on the date of joining

Thanking You,
Yours faithfully,
For Yashaswi Academy for Skills



I have read the terms and condition stated above. I have understood the same and I accept them in totally.

.....

Signature with date

YASHASWI



Ref. No. APPT/ 590358)

Date:-27/07/2023

TO,

Mr. /Ms. Gayatri Patil

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms Gayatri

1. We are pleased to inform you that you have been selected for appointment as an "NAPS Trainee" your appointment with GKN Fokker Elmo India PVT.LTD will start from 27/07/2023 & will be for a period 12 months from the date of commencement of training period on the following terms and conditions.
2. During your NAPS training period you will receive Stipend of INR 13,500 /- p.m. (per month - Thirteen thousand Five Hundred Only) and per month retroactive wef DOJ INR. 500/- (rupees Five hundred only) as retention bonus eligible after 12 months of apprenticeship completion
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4. During your training, you shall do, act, discharge and carry out whatever assignments and work assigned to you, to the fullest satisfaction of your trainers and shall abide with instructions regarding work, conduct and behaviour while on work.
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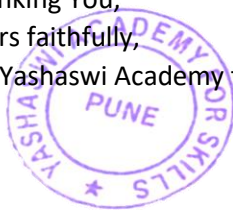
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Thanking You,
Yours faithfully,
For Yashaswi Academy for Skills



I have read the terms and condition stated above. I have understood the same and I accept them in totally.

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Signature with date

YASHASWI


India Post Payments Bank

Jr. College Recog No. H.S.C./1074/R-1/DY : 8-8-1976
Jr. College Code No. 23-09-002
Jr. College U. Disc No. 27341301006

"ज्ञान, विज्ञान आणि सुसंस्कार वांछनी शिक्षण प्रसार"
-श्री स्वामीजी डॉ. बापूजी साहू

Estd : June 1964

Shri Swami Vivekanand Shikshan Sanstha's
VIVEKANAND COLLEGE, KOLHAPUR (EMPOWERED AUTONOMOUS)
2130, 'E' Tarabai Park, Kolhapur, Tal. Karveer, Dist. Kolhapur -416003
Affiliated to Shivaji University, Kolhapur (M.S.)
NAAC Reaccredited : 'A' (CGPA3.24)
College with Potential for Excellence by U.G.C., New Delhi
"Star College" by D.B.T Govt. of India
ISO 9001 : 2015


(अधिकारपटल स्वतंत्र)
कोल्हापूर

Ph. : 0231-2658612 Fax : 0231-2658840 Rest. : 0231-2653962 Website : www.vivekanandcollege.ac.in E-mail : info@vivekanandcollege.org

Founder Dr. Babuji Salunkhe D.Lit.	President Hon. Chandrakant Dada Patil MLA	Chairman Prin. Abhaykumar Salunkhe MA	Secretary Prin.Mrs. Shubhangi Gawade M.Sc.B.Ed.	Principal Dr. R. R. Kumbhar M.Sc.,M.Phil.,Ph.D.
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Ref. No. VCK/1356/2023-24 Date : 11/9/2023

To,
The Manager,
India Post Payments Bank,
Kolhapur - 416 003.

Subject : Internship of the students of Vivekanand College, Kolhapur

Respected Sir,


Greetings from Vivekanand College, Kolhapur (Empowered Autonomous), Tarabai Park, Kolhapur. Vivekanand College is an institution of academic excellence and achievement. It is one of the best colleges in Maharashtra. It has moulded the destiny of hundreds of students for a better tomorrow.


Our three students, Miss. Vaibhavi Sunil Kanekar (M. Com. - I), Miss. Disha Dilip Patil (M. Com. - I), Miss. Shraddha Sharad Firange (M. Com. - I) are willing to complete Internship in India Post Payments Bank. This internship will help the students to explore the payments banking system.

The period of internship will be during 07/09/2023 to 07/12/2023. I would appreciate, if you can accommodate these students in Internship Program at your esteemed organization. Your positive reply is earnestly solicited.

Thanking you,

Yours faithfully,




Dr. R. R. Kumbhar
PRINCIPAL
Vivekanand College
Kolhapur

016

Confirmation Letter



India Post
Payments Bank
Aapka bank, aapke (d)waar.

India Post Payments Bank
Head Post Office, Raman Mala
Kasaba Bawada Road
Kolhapur- 416003
Tel no: 0231-2656822

A Govt. Of India Undertaking by Department of Posts, Ministry of Communication

Ref No: IPPBKOLH/INTERN/2023-24/1

To,

Date : 16/09/2023

The Principal,
Vivekanand College
Kolhapur

Sub: Confirmation of Student Intern Onboarding

Dear sir,

We are writing this letter to confirm the onboarding of following students as interns at India Post Payments Bank, Kolhapur branch.

Student 1: Ms Vaibhavi Sunil Kankekar (M Com-1)

Student 2: Ms Disha Dilip Patil (M Com-1)

Student 3: Ms Shradha Sharad Firange (M Com-1)

The period of internship is from 07/09/2023 to 06/12/2023 .

We would like to thank you for your support in providing these internship opportunities , and we look forward to a productive and enriching experience for both interns and our organization .

Yours sincerely,

Senior Manager
India Post Payments Bank
Kolhapur Branch



Letter of Intent

**CODEMIND
TECHNOLOGY, PUNE**



Letter of Intent

Ref No: CM/II/22721

Issued on : 12/08/2023

Dear Mayur,

Congratulation, We are pleased to inform you that you have been selected for **Free Training & Placements**.

For verification purpose, please share the below details on email - hr@codemindtechnology.com

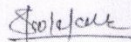

- Passport Size Photo
- Scanned copy of your Collage ID Card
- Signed copy of this Offer Letter
- 1 Govt ID Proof.(Driving License/ PAN CARD / AADHAR CARD)

Following are the details for Job Profile

Job Location : **PAN INDIA**
Job Profile : Jr. Software Engineer
Location : PAN India
Duration : 4 Month of training with 100% Placement Assistance

Note- Will keep you posted for training program schedule and time on your registered email ID.

Your Success Partner,
Codemind Technology LLP

Mr.Santosh Kolekar

(Director)

Codemind Technology LLP

Corporate Office: Ashtvinayak, Vinayak Colony, Kirti Classic Road, Lakshmi Chauk, Near Rajiv Gandhi
InfoTech Park, Phase - 1, Hinjewadi, Pune 411 058, India
UK Address: Flat No - 3, 55 Norfolk Road, IG38. Landon UK
Mobile: 966 5044 698 / 966 5044 598, Email: hr@codemindtechnology.com website : <http://codemindtechnology.com/>

Letter of Intent

Ref No: CM/II/22722

Issued on : 12/08/2023

Dear Priya,

Congratulation, We are pleased to inform you that you have been selected for **Free Training & Placements**.

For verification purpose, please share the below details on email - hr@codemindtechnology.com

- Passport Size Photo
- Scanned copy of your Collage ID Card
- Signed copy of this Offer Letter
- 1 Govt ID Proof.(Driving License/ PAN CARD / AADHAR CARD)

Following are the details for Job Profile

Job Location : PAN INDIA

Job Profile : Jr. Software Engineer

Location : PAN India

Duration : 4 Month of training with 100% Placement Assistance

Note- Will keep you posted for training program schedule and time on your registered email ID.

Your Success Partner,
Codemind Technology LLP



Mr.Santosh Kolekar

(Director)

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8790

**CODEMIND
TECHNOLOGY, PUNE**



**CM
CODMIND**
Your Success Partner

Letter of Intent

Ref No: CM/II/22723

Issued on : 12/08/2023

Dear Aishwarya,

Congratulation, We are pleased to inform you that you have been selected for **Free Training & Placements**.

For verification purpose, please share the below details on email - hr@codemindtechnology.com

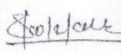

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Following are the details for Job Profile

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 Location : PAN India
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Your Success Partner,
Codemind Technology LLP

Mr.Santosh Kolekar

(Director)

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14/8/23
R
14/8/23

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Letter of Intent

Ref No: CM/II/22724

Issued on : 12/08/2023

Dear Mrunali,

Congratulation, We are pleased to inform you that you have been selected for **Free Training & Placements**.

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- Signed copy of this Offer Letter
- 1 Govt ID Proof.(Driving License/ PAN CARD / AADHAR CARD)

Following are the details for Job Profile

Job Location : **PAN INDIA**

Job Profile : Jr. Software Engineer

Location : PAN India

Duration : 4 Month of training with 100% Placement Assistance

Note- Will keep you posted for training program schedule and time on your registered email ID.

Your Success Partner,
Codemind Technology LLP

Santosh Kolekar



Mr.Santosh Kolekar

(Director)

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Letter of Intent

Ref No: CM/II/22725

Issued on : 12/08/2023

Dear Prachiti,

Congratulation, We are pleased to inform you that you have been selected for **Free Training & Placements**.

For verification purpose, please share the below details on email - hr@codemindtechnology.com

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- Signed copy of this Offer Letter
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Following are the details for Job Profile

Job Location : **PAN INDIA**

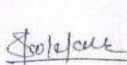
Job Profile : Jr. Software Engineer

Location : PAN India

Duration : 4 Month of training with 100% Placement Assistance

Note- Will keep you posted for training program schedule and time on your registered email ID.

Your Success Partner,
Codemind Technology LLP



Mr.Santosh Kolekar

(Director)

Codemind Technology LLP

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Letter of Intent

Ref No: CM/II/22726

Issued on : 12/08/2023

Dear Shubham,

Congratulation, We are pleased to inform you that you have been selected for **Free Training & Placements**.

For verification purpose, please share the below details on email - hr@codemindtechnology.com

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- Scanned copy of your Collage ID Card
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Following are the details for Job Profile

Job Location : **PAN INDIA**

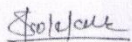

Job Profile : Jr. Software Engineer

Location : PAN India

Duration : 4 Month of training with 100% Placement Assistance

Note- Will keep you posted for training program schedule and time on your registered email ID.

Your Success Partner,
Codemind Technology LLP

Mr.Santosh Kolekar

(Director)

Codemind Technology LLP

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Letter of Intent

Ref No: CM/II/22727

Issued on : 12/08/2023

Dear Pratik,

Congratulation, We are pleased to inform you that you have been selected for Free Training & Placements.

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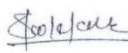
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Following are the details for Job Profile

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Job Profile : Jr. Software Engineer
Location : PAN India
Duration : 4 Month of training with 100% Placement Assistance

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Mr.Santosh Kolekar

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1-Sep-2023

TRAINING AGREEMENT

This Training Agreement ("**Agreement**") is entered into as of this the 1 day of September 2023 by and between:

iValue Infosolutions Private Limited, a company incorporated in accordance with the provisions of the Companies Act, 1956 having its registered office at No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore – 560102, Karnataka, India (hereinafter referred to as the "**the Company**" or "**iValue**", which expression shall, unless contrary to the context or meaning thereof, be deemed to mean and include its successors-in-interest and permitted assigns);

AND

Jyoti Kumar Magdum, son / daughter of Kumar Ganpati Magdum, aged 20 years (Aadhaar No: 732444158147 & PAN: GKJPM9735F) , having his / her permanent residence at 92-2,Vani Lane, Pokhale,Kolhapur, Maharashtra. 416113 and currently residing at Shree Balaji PG, Nanda Nilaya, No-47, 19th Main Rd, Sector 3, HSR Layout, Bengaluru, Karnataka 560102 (hereinafter referred to as the "**Trainee**" or "**You**" which expression shall unless contrary to the context or meaning thereof, be deemed to mean and include his/her legal heirs and representatives, administrators, executors, assigns and anyone claiming through or under him/her);

Each of the Company and the Trainee are hereinafter collectively referred to as the "**Parties**" and individually as a "**Party**", as the context may require.

WHEREAS:

- a. The Company is engaged in the business of value-added distribution of data, network and application protection and management solution for customers.
- b. The Trainee is desirous of being a Trainee with the Company to pursue Cyber and/or Cloud Security Training (the "**Training**") and in response thereto an application was forwarded by the Trainee to the Company. On considering the eligibility of the Trainee, after due completion of the interview & selection process and relying upon the representations made by the Trainee, the Company has agreed to appoint the Trainee with the Company as a Trainee to pursue the Training subject to the terms and conditions mentioned hereinunder this Agreement.
- c. The Parties are desirous of recording in writing the terms and conditions of the Training of the Trainee.

NOW THEREFORE IN CONSIDERATION OF THE OBLIGATIONS AND UNDERTAKINGS CONTAINED HEREIN THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. THE TRAINING, APPOINTMENT AND PLACE OF TRAINING:

- a. The Company hereby appoint You in and with the position and title of Trainee with the Company. The Company at its own expenses and cost, shall provide the Training to You for the period of 3 (three) months from the date of commencement of the Training.
- b. The Company agrees to train You, and You accept the offering to pursue the Training with the Company subject to terms and conditions set forth herein. The Training shall be on-the-job training and shall be conducted by professional / expert trainers / employees, those are designated by the Company. The Trainee shall attend and complete the Training within the prescribed timelines.
- c. The Training will be conducted at Bangalore, head office of the Company, You shall attend in person and undergo the Training.

2. COMMENCEMENT OF THE TRAINING:

- a. Your training with the Company is agreed to have commenced on 1 day of September 2023 and this Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the "Training Period").

3. ASSESSMENT.

- a. The Company designated personnel shall conduct assessment with prescribed criteria during the Training Period and You shall successfully complete the assessment during the Training Period. Upon successful completion of the assessment, You shall be eligible and will be appointed under the employment role of the Company and posted to Probationary Period. If You fails to meet the minimum prescribed criteria during the assessment, the Company may at sole discretion provide second and last opportunity to undergo the assessment.
- b. In the event of noncompletion of the assessment, the Company shall not be obligated to continue the Training and/or provide the employment, and this Agreement shall automatically come to an end and stand cancelled.

4. STIPEND AND ACCOMMODATION FACILITY:

- a. The Employer will pay stipend of **Rs. 15,000 (Rupees Fifteen Thousand)** on or before 7th day of succeeding month during the Training Period. The payments are subject to statutory deductions as applicable under the applicable laws and regulations.
- b. The Employer at its sole discretion may provide accommodation facility to You as per the Company' accommodation facility policy.

5. HOLIDAYS & LEAVES:

- a. The weekly holidays would be on Sunday. During the Training Period You are entitled to 3 (three) medical leaves only.

6. REPRESENTATIONS BY THE TRAINEE:

- a. The Trainee represents that to the best of his / her knowledge, the Trainee has no commitments to former employers or other entities, which would restrict the Trainee from joining the Company. The Trainee represents and warrants that the Trainee has not taken or otherwise misappropriated and does not have in the Trainee's possession or control any confidential and proprietary information belonging to any of the Trainee's prior employers or connected with or derived from the Trainee's services to prior employers. The Trainee represents and warrants that Trainee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Training.
- b. The Trainee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 6(a).
- c. The Trainee represents that the Trainee has disclosed all material and relevant information, which may either affect the Training currently or in the future or may be in conflict with the terms of the Training, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Trainee has suppressed any material or relevant information required to be disclosed by the Trainee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Training without any notice and without any obligation or liability to pay any stipend or other dues to the Trainee irrespective of the period that the Trainee may have been associated by the Company.

7. INTELLECTUAL PROPERTY

- a. The Trainee agrees and assures the Company that during the Training Period, the Trainee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Training with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as "Intellectual Property"). Such Intellectual Property shall constitute the absolute property of the Company and the Trainee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Training Period and/or after expiry or sooner termination of the Training Period. The Trainee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.
- b. All such Intellectual Property shall be deemed to be "works made for hire" under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and

exclusive right, inter alia, to use, modify or adapt the Intellectual Property that the Trainee has developed during the course of his / her Training.

8. CONFIDENTIALITY

- a. The Trainee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge ("Confidential Information") during the Training and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- b. Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company's proprietary software, technical and commercial information instruction, service and product information, the design, "look and feel" navigation and capabilities of the Company's software, products and services, the Company' customers, partners and vendors (Client(s)) confidential and proprietary information, the Company's proprietary training program methodology and associated client support services, the Company's methodology for promoting its products and services to its clients, the particularized needs and demands of the Company's clients and the customizations the Company makes to its software, products and services to meet those clients' needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- c. The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The Trainee shall not, at any time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- d. Upon expiry or sooner termination of his / her Training, the Trainee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- e. The Trainee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.
- f. You shall not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company's affairs or administration or research carried out whether the same may be confided to You or become known to You in the course of your training or otherwise.
- g. You acknowledge and agree that monetary damages may not be a sufficient remedy for a breach of this section and that the Company shall be entitled, without waiving any other rights or remedies, to obtain injunctive or equitable relief for any breach or threatened breach in addition to any other remedies at law or equity, to enforce such provisions.

- h. You acknowledge the terms of this section shall survive in full force and effect after relieving / termination of your training.

9. PROFESSIONAL ETHICS AND CODE OF CONDUCT

- a. You may require dealing with Company's money, material and documents with utmost honesty and professional ethics. If You are found guilty at any point of time of moral turpitude or of dishonesty in dealing with Company's money or material or intellectual property or of theft or dishonesty in dealing with Company's property or documents, software, business or theft or of misappropriation, regardless of the value involved, your appointment would be immediately terminated notwithstanding other terms and conditions mentioned herein. Company property here includes any benefit in the form of gift vouchers, debit cards, cash or cash equivalents in any manner, kinds, material, any sponsorship including travel or holiday vouchers etc., coming from business alliance partners (distributors or any other agencies), the disbursement of which lies purely at the discretion of the management in the form of written approval or consent. The Company reserves its right to take appropriate legal action, if found guilty. You shall be liable to indemnify the Company and its affiliates for the losses suffered including consequential losses.
- b. You shall not enter any commitment or dealing on behalf of the Company for which You have no express authority, and You will not alter or be party to any alteration of any principle or policy of the Company or exceed the authority without prior sanction of the Company.
- c. You shall serve the Company with high degree of personal and professional integrity and refrain from indulging in any dishonest or unethical conduct.
- d. You shall maintain strict confidence and agree not to divulge in any manner to any party any information and knowledge acquired by You in the Company with regard to business. Similarly, stipend being entirely personal to individual employees, all payroll particulars are strictly confidential in the Company. You are therefore refrained from discussing, disclosing or seeking clarification pertaining to your stipend with any individual in the Company other than your reporting manager or in charge of payroll.
- e. The appointment and its continuance are subject to You being found and remaining medically (physically & mentally) fit, the Company reserve the right to ask You to undergo medical examination if and when considered necessary.

10. COMPLIANCE WITH COMPANY POLICIES AND APPLICABLE LAWS

- a. You shall adhere and comply with the Company's polices, practices, rules and regulations and other standing instructions from time to time as they may be adopted or modified from time to time by the Company.
- b. You shall maintain proper discipline and dignity of your office, department and shall deal with all matters with sobriety. You shall not publicly criticize, defame or misrepresent the Company and will not knowingly commit any such actions which may adversely affect Company's goodwill.
- c. You will be abiding by the applicable laws and regulations including data protection, privacy laws, anti-corruption laws, anti-bribery laws and other applicable laws, rules, regulations.

11. DISCIPLINARY ACTION:

- g. Certificates of the Training shall handover to You upon completion of the minimum two (2) years period from the date of Employment Confirmation or at the time of normal relieving, whichever is later. Otherwise, the Company shall not be obligated to provide the Certificates of the Training.
- h. The Trainee unconditionally acknowledges and agrees that the Company may post across any locations of the Company or at Customer Site or on an offshore projects at Company' discretion to meet the Company' requirements.
- i. Non solicitation and non-compete:
- i) in consideration of being engaged as an employee by the Company, You agree that You shall not, during the term of employment with the Company and after relieving /termination of employment, directly or indirectly contact or solicit, or attempt to contact or solicit, any Client of the Company for the purposes of:
- gaining the business of Client or providing such Client any products or services which are the same as or substantially similar to, or in competition with, the products or services sold by the Company in the period of your training or employment and at the time of relieving /termination of your employment.; or
 - advising any person not to do business with the Company or interfering in any way with the business relationship between the Company and any Client or any other person with whom the Company has a business relationship during the term of your training or employment.
- ii) In consideration of being engaged an employee by the Company, You agree that, during the term of employment with the Company and after relieving /termination of your employment, You shall not, directly or indirectly, approach, solicit, entice, or attempt to approach, solicit, or entice employees of the Company to leave the employment of the Company.
- iii) In consideration of being engaged as an employee by the Company, You agree that during the term of your employment with the Company and for a period of two (2) years from the date of relieving /termination of your employment, You shall not own, manage, operate, consult or to be employed in a business substantially similar to, or competitive with, the present business of the Company and/or Original Equipment Manufacturer (OEMs/ Vendors) (with whom the Company has contractual agreement) and/or direct competitor of the Company.
- iv) During the period of your employment and after period of 2 (two) years from the date of relieving /termination of your employment You shall not own, manage, operate, consult or to be employed with the Partner or system integrator where You perused or outsourced by the Company for any project.
- j. After completion of the minimum period of three (3) years, You may choose to resign by serving 3 (three) months' notice period. Notwithstanding anything contrary contained herein, If You are in the middle of any project, You will be relieved only after the completion of the project. For avoidance of doubt, You will get normal relieving from the Company i) upon completion of the notice period; ii) upon completion of the respective project; whichever is later. During your notice

period, the Employer at its sole discretion may end the engagement and/or appointment with You immediately (or such other period as intimated by the Company) with or without notice and/or salary in lieu thereof.

- k. Upon resignation, You will get the salary for the first one and half month of the notice period as per normal process. For the next one and half month of the notice period, You shall get the salary along with full and final settlement on or before 45th (forty five) day from the date of your last working day.
- l. You acknowledge and agree that during your notice period, You shall not be entitled to get variable pay, related benefits and other incentives. The notice period may fall under two quarters and You shall not be entitled to get the variable pay, related benefits and other incentives during both the quarters.
- m. In event of termination of your employment by the Company due to breach of integrity, breach of trust, act of abscond, act of disciplinary, the Company shall not be obligated to provide relieving letter, pay remuneration/salary amount and/or full and final settlement.
- n. In event of termination of your employment by the Company due to non-performance of services by You, the Company will immediately terminate your employment with normal relieving.

18. GOVERNING LAW AND JURISDICTION:

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Parties, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

19. MISCELLANEOUS:

- a. At any time after the date hereof, the Trainee shall not do anything that might prejudice carrying on of the business of the Company.
- b. Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Trainee.
- c. If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- d. The Trainee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.

- a. Any breach or failure to attain or maintain a satisfactory work standard or any misconduct by You will be regarded as a disciplinary or capability matter. Your immediate supervisor or any other designated personnel will normally deal with minor disciplinary matters. The Procedure for more serious offences including major misconduct shall be as decided by the management on a case-to-case basis with procedure leading up to termination of this Agreement. You shall not be entitled to any amount which are dues with the Company and the Company shall not be obligated to make any payment or dues to You.
- b. By accepting this Agreement, You authorize the Company to deduct from your stipend on termination that all debts owed by You to the Company or any of its group companies or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

12. TERMINATION AND EFFECT OF TERMINATION.

- a. The Trainee shall hold office during the Training Period, subject to earlier termination as provided herein.
- b. The Training shall be terminated upon the death of the Trainee.
- c. The Company reserves the right to terminate your Training at any time at its sole discretion in the event of breach of any provisions of this Agreement by the Trainee including the provisions of Section 13 (Breach).
- d. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to misconduct, negligence of duty, insubordination, disloyalty, dishonesty, misrepresentation, indiscipline, breach of confidentiality or any terms, data breach/ data theft, sexual harassment, unauthorized absence beyond a period of five consecutive days.
- e. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to conviction in any court of law for the commission of any crime, commission of any act of moral turpitude, commission of any act detrimental to the interest of the Company or any subversive act which in the opinion of management is seriously detrimental/prejudicial to the interest of the Company/ society / the country.
- f. In case if You choose to separate from the Company during the Training Period You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training, professional grooming and losses etc., incurred/suffered by the Company.
- g. Upon termination of this Agreement due to any reasons or otherwise, he/she shall not engage himself/herself in working for any other person, firm, companies or association in any capacity whatsoever or do or conduct any private business and/or shall not join and/or take up employment or act as a consultant or enter into any arrangement with any other company firm or company or association or render or engage in Competing Service for a period of 2 (Two) years after the termination of this Agreement or otherwise. If You fails to comply with this provision, You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training,

professional grooming and losses etc., incurred/suffered by the Company. For clarity, the liabilities stated herein under this Agreement are separate and cumulative.

- h. The Training is terminable by the Company by providing 1 (One) month prior written notice to the Trainee.
- i. The termination of this Agreement shall not relieve any Party of any obligation or liability accrued prior to the date of termination.

13. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Trainee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be including but not limited to:

- a. If a breach as set out in Clause 6(c) has been committed by the Employee;
- b. an act of dishonesty or fraud by the Trainee;
- c. the Trainee personally engaging in misconduct which causes material harm to the reputation of the Company;
- d. the Trainee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- e. the Trainee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- f. the Trainee's willful and continued failure to substantially perform the duties and obligations of the Training;
- g. the Trainee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- h. The parameters for determining "under assessment" shall be as defined by the Company and informed to the Trainee, from time to time.
- i. the Trainee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- j. the Trainee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Training or causes material harm to the reputation of the Company; and/or
- k. the Trainee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

14. NOTICE

- a. Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

In the case of notices to the Company:



iValue Infosolutions Private Limited

No. 903/1/1, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka
Tel: +91 8065329944/66

www.ivaluegroup.com | info@ivalue.co.in

CIN: U72200KA2008PTC045995

Address : No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore
– 560102, Karnataka.

Email : legal@ivalue.co.in

In the case of notices to the Trainee:

Address : 92-2, Vani Lane, Pokhale, Kolhapur, Maharashtra. 416113

Email : jyotimagdum004@gmail.com

- b. All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.
- c. Either Party may, by notice in writing to the other Party, change its/his/her postal or electronic mail address in the manner aforesaid.

15. REMEDIES:

- a. Without limiting the remedies available to the Company, the Trainee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.
- b. The Trainee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.
- c. All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

16. NON-COMPETE AND NON-SOLICITATION

- a. The Trainee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Training Period and for a period of 2 (Two) years (shall abide the terms of Employment Agreement, as applicable). Further, the Trainee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm

or association or render or engage in Competing Service during the Training Period and for a period of 2 (Two) years thereafter (shall abide the terms of Employment Agreement, as applicable). The term "**Competing Service**" is defined as "any involvement with the type of products, processes and/or services which the Employee during the Training Period: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Trainee agreeing to remain in the employment of the Company during the Term. The Trainee understand that engaging in a Competing Service during the Training Period and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.

- b. The Trainee further agrees that he / she shall not, directly or indirectly, at any time during the Training Period and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

17. PROBATIONARY PERIOD.

Upon successful completion of the Training by You, the Employer at its sole discretion will take or absorb You into on roll employment of the Company and You shall be required to undergo a probationary period of 6 (six) months from the date of on roll employment ("**Probationary Period**") subject to the applicable terms and conditions which shall follow under the new letter of appointment or employment agreement, which including but not limited to:

- b. During the Probationary Period, the Company will pay minimum salary of Rs. 360,000 (Rupees Three Lakhs sixty thousand only) per annum.
- c. On satisfactory completion of the Probationary Period by You, the Employer will inform You in writing whether Your appointment is confirmed ("**Employment Confirmation**") or not confirmed.
- d. Upon Employment Confirmation, the Salary and benefits will be as per Company's policy and Company's appraisal cycle.
- e. During the Probationary Period, if You choose to separate from the Company, You shall be liable to pay an amount equal to Stipend, accommodation and actual expenses (received / incurred during the Training Period) and 3 (three) months' Salary to the Company towards the expense incurred for your training, professional grooming and losses etc., incurred/suffered by the Company.
- f. You acknowledge and agree that You shall associate with the Company for a minimum period of 2 (Two) years 6 (Six) months from the date of Employment Confirmation. In addition, You unconditionally acknowledge and agrees that, if You choose to separate from the Company before 2 (Two) years 6 (Six) months from the date of Employment Confirmation, You shall be liable to pay six (6) months' gross salary.

- e. If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- f. This Agreement, the Company' Policies and standing instructions of the Company from time to time contains the entire agreement of the Parties with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Parties.
- g. The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.
- h. You will inform us of any change in your residential address, family status and civil status.

IN WITNESS WHEREOF the Parties have signed this Agreement on the date and year first above written.

For iValue Infosolutions Private Limited



Authorized Signatory

Name:

Title:

Witness:

Name:

Title:

Place:



iValue Infosolutions Private Limited

No. 903/1/1, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka
Tel: +91 8065329944/66

www.ivaluegroup.com info@ivalue.com

CIN: U72200KA2008PTC045995

Acknowledged and Agreed by the Trainee and his/her

Parent:

I have read, understood and accepted the above terms and conditions of the Agreement. I have signed without any undue influence, pressure, coercion from any side.

Trainee:

Name: Jyoti Kumar Magdum
Date: 20/09/2023
Place: Bangalore

Witness:

Name: Sakshi Sachin Grundakalli
Date: 20/09/2023
Place: Bangalore

I have also read, understood, and accepted the above terms and conditions in capacity of the Trainee's Parent. I have signed without any undue influence, pressure, coercion from any side.

Parent:

Name: Kumar Ganpati Magdum
Date: 20/09/2023
Place: Kolhapur

Witness:

Name: Shreyash Shivaji Gehodake
Date: 20/09/2023
Place: Bangalore



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CIN: U72200KA2008PTC045995

1-Sep-2023

TRAINING AGREEMENT

This Training Agreement (“**Agreement**”) is entered into as of this the 1 day of September 2023 by and between:

iValue Infosolutions Private Limited, a company incorporated in accordance with the provisions of the Companies Act, 1956 having its registered office at No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore – 560102, Karnataka, India (hereinafter referred to as the “**the Company**” or “**iValue**”, which expression shall, unless contrary to the context or meaning thereof, be deemed to mean and include its successors-in-interest and permitted assigns);

AND

Shreyash Shivaji Ghodake, son / daughter of Shivaji Ghodake, aged 21 years (Aadhaar No: 452320939426 & PAN: DHMPG5301N) , having his / her permanent residence at Jaysingrao park Kagal sub.Dis. Kagal Dis. Kolhapur Maharashtra 416216 and currently residing at PSR Luxury PG for gents #277 19th main road , 13th cross, sector 4, HSR Layout, Bengaluru, Karnataka 560102 (hereinafter referred to as the “**Trainee**” or “**You**” which expression shall unless contrary to the context or meaning thereof, be deemed to mean and include his/her legal heirs and representatives, administrators, executors, assigns and anyone claiming through or under him/her);

Each of the Company and the Trainee are hereinafter collectively referred to as the “**Parties**” and individually as a “**Party**”, as the context may require.

WHEREAS:

- a. The Company is engaged in the business of value-added distribution of data, network and application protection and management solution for customers.
- b. The Trainee is desirous of being a Trainee with the Company to pursue Cyber and/or Cloud Security Training (the “**Training**”) and in response thereto an application was forwarded by the Trainee to the Company. On considering the eligibility of the Trainee, after due completion of the interview & selection process and relying upon the representations made by the Trainee, the Company has agreed to appoint the Trainee with the Company as a Trainee to pursue the Training subject to the terms and conditions mentioned hereinunder this Agreement.
- c. The Parties are desirous of recording in writing the terms and conditions of the Training of the Trainee.

NOW THEREFORE IN CONSIDERATION OF THE OBLIGATIONS AND UNDERTAKINGS CONTAINED HEREIN THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. THE TRAINING, APPOINTMENT AND PLACE OF TRAINING:



iValue Infosolutions Private Limited

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CIN: U72200KA2008PTC045995

- a. The Company hereby appoint You in and with the position and title of Trainee with the Company. The Company at its own expenses and cost, shall provide the Training to You for the period of 3 (three) months from the date of commencement of the Training.
- b. The Company agrees to train You, and You accept the offering to pursue the Training with the Company subject to terms and conditions set forth herein. The Training shall be on-the-job training and shall be conducted by professional / expert trainers / employees, those are designated by the Company. The Trainee shall attend and complete the Training within the prescribed timelines.
- c. The Training will be conducted at Bangalore, head office of the Company, You shall attend in person and undergo the Training.

2. COMMENCEMENT OF THE TRAINING:

- a. Your training with the Company is agreed to have commenced on 1 day of September 2023 and this Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the “**Training Period**”).

3. ASSESSMENT.

- a. The Company designated personnel shall conduct assessment with prescribed criteria during the Training Period and You shall successfully complete the assessment during the Training Period. Upon successful completion of the assessment, You shall be eligible and will be appointed under the employment role of the Company and posted to Probationary Period. If You fails to meet the minimum prescribed criteria during the assessment, the Company may at sole discretion provide second and last opportunity to undergo the assessment.
- b. In the event of noncompletion of the assessment, the Company shall not be obligated to continue the Training and/or provide the employment, and this Agreement shall automatically come to an end and stand cancelled.

4. STIPEND AND ACCOMMODATION FACILITY:

- a. The Employer will pay stipend of **Rs. 15,000 (Rupees Fifteen Thousand)** on or before 7th day of succeeding month during the Training Period. The payments are subject to statutory deductions as applicable under the applicable laws and regulations.
- b. The Employer at its sole discretion may provide accommodation facility to You as per the Company’ accommodation facility policy.

5. HOLIDAYS & LEAVES:



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- a. The weekly holidays would be on Sunday. During the Training Period You are entitled to 3 (three) medical leaves only.

6. REPRESENTATIONS BY THE TRAINEE:

- a. The Trainee represents that to the best of his / her knowledge, the Trainee has no commitments to former employers or other entities, which would restrict the Trainee from joining the Company. The Trainee represents and warrants that the Trainee has not taken or otherwise misappropriated and does not have in the Trainee's possession or control any confidential and proprietary information belonging to any of the Trainee's prior employers or connected with or derived from the Trainee's services to prior employers. The Trainee represents and warrants that Trainee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Training.
- b. The Trainee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 6(a).
- c. The Trainee represents that the Trainee has disclosed all material and relevant information, which may either affect the Training currently or in the future or may be in conflict with the terms of the Training, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Trainee has suppressed any material or relevant information required to be disclosed by the Trainee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Training without any notice and without any obligation or liability to pay any stipend or other dues to the Trainee irrespective of the period that the Trainee may have been associated by the Company.

7. INTELLECTUAL PROPERTY

- a. The Trainee agrees and assures the Company that during the Training Period, the Trainee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Training with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as "Intellectual Property"). Such Intellectual Property shall constitute the absolute property of the Company and the Trainee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Training Period and/or after expiry or sooner termination of the Training Period. The Trainee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.
- b. All such Intellectual Property shall be deemed to be "works made for hire" under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and

exclusive right, inter alia, to use, modify or adapt the Intellectual Property that the Trainee has developed during the course of his / her Training.

8. CONFIDENTIALITY

- a. The Trainee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“Confidential Information”) during the Training and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- b. Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’ customers, partners and vendors (Client(s)) confidential and proprietary information, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- c. The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The Trainee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- d. Upon expiry or sooner termination of his / her Training, the Trainee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- e. The Trainee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.
- f. You shall not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company’s affairs or administration or research carried out whether the same may be confided to You or become known to You in the course of your training or otherwise.
- g. You acknowledge and agree that monetary damages may not be a sufficient remedy for a breach of this section and that the Company shall be entitled, without waiving any other rights or remedies, to obtain injunctive or equitable relief for any breach or threatened breach in addition to any other remedies at law or equity, to enforce such provisions.

- h. You acknowledge the terms of this section shall survive in full force and effect after relieving / termination of your training.

9. PROFESSIONAL ETHICS AND CODE OF CONDUCT

- a. You may require dealing with Company's money, material and documents with utmost honesty and professional ethics. If You are found guilty at any point of time of moral turpitude or of dishonesty in dealing with Company's money or material or intellectual property or of theft or dishonesty in dealing with Company's property or documents, software, business or theft or of misappropriation, regardless of the value involved, your appointment would be immediately terminated notwithstanding other terms and conditions mentioned herein. Company property here includes any benefit in the form of gift vouchers, debit cards, cash or cash equivalents in any manner, kinds, material, any sponsorship including travel or holiday vouchers etc., coming from business alliance partners (distributors or any other agencies), the disbursement of which lies purely at the discretion of the management in the form of written approval or consent. The Company reserves its right to take appropriate legal action, if found guilty. You shall be liable to indemnify the Company and its affiliates for the losses suffered including consequential losses.
- b. You shall not enter any commitment or dealing on behalf of the Company for which You have no express authority, and You will not alter or be party to any alteration of any principle or policy of the Company or exceed the authority without prior sanction of the Company.
- c. You shall serve the Company with high degree of personal and professional integrity and refrain from indulging in any dishonest or unethical conduct.
- d. You shall maintain strict confidence and agree not to divulge in any manner to any party any information and knowledge acquired by You in the Company with regard to business. Similarly, stipend being entirely personal to individual employees, all payroll particulars are strictly confidential in the Company. You are therefore refrained from discussing, disclosing or seeking clarification pertaining to your stipend with any individual in the Company other than your reporting manager or in charge of payroll.
- e. The appointment and its continuance are subject to You being found and remaining medically (physically & mentally) fit, the Company reserve the right to ask You to undergo medical examination if and when considered necessary.

10. COMPLIANCE WITH COMPANY POLICIES AND APPLICABLE LAWS

- a. You shall adhere and comply with the Company's polices, practices, rules and regulations and other standing instructions from time to time as they may be adopted or modified from time to time by the Company.
- b. You shall maintain proper discipline and dignity of your office, department and shall deal with all matters with sobriety. You shall not publicly criticize, defame or misrepresent the Company and will not knowingly commit any such actions which may adversely affect Company's goodwill.
- c. You will be abiding by the applicable laws and regulations including data protection, privacy laws, anti-corruption laws, anti-bribery laws and other applicable laws, rules, regulations.

11. DISCIPLINARY ACTION:



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- a. Any breach or failure to attain or maintain a satisfactory work standard or any misconduct by You will be regarded as a disciplinary or capability matter. Your immediate supervisor or any other designated personnel will normally deal with minor disciplinary matters. The Procedure for more serious offences including major misconduct shall be as decided by the management on a case-to-case basis with procedure leading up to termination of this Agreement. You shall not be entitled to any amount which are dues with the Company and the Company shall not be obligated to make any payment or dues to You.
- b. By accepting this Agreement, You authorize the Company to deduct from your stipend on termination that all debts owed by You to the Company or any of its group companies or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

12. TERMINATION AND EFFECT OF TERMINATION.

- a. The Trainee shall hold office during the Training Period, subject to earlier termination as provided herein.
- b. The Training shall be terminated upon the death of the Trainee.
- c. The Company reserves the right to terminate your Training at any time at its sole discretion in the event of breach of any provisions of this Agreement by the Trainee including the provisions of Section 13 (Breach).
- d. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to misconduct, negligence of duty, insubordination, disloyalty, dishonesty, misrepresentation, indiscipline, breach of confidentiality or any terms, data breach/ data theft, sexual harassment, unauthorized absence beyond a period of five consecutive days.
- e. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to conviction in any court of law for the commission of any crime, commission of any act of moral turpitude, commission of any act detrimental to the interest of the Company or any subversive act which in the opinion of management is seriously detrimental/prejudicial to the interest of the Company/ society / the country.
- f. In case if You choose to separate from the Company during the Training Period You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training, professional grooming and losses etc., incurred/suffered by the Company.
- g. Upon termination of this Agreement due to any reasons or otherwise, he/she shall not engage himself/herself in working for any other person, firm, companies or association in any capacity whatsoever or do or conduct any private business and/or shall not join and/or take up employment or act as a consultant or enter into any arrangement with any other company firm or company or association or render or engage in Competing Service for a period of 2 (Two) years after the termination of this Agreement or otherwise. If You fails to comply with this provision, You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training,

professional grooming and losses etc., incurred/suffered by the Company. For clarity, the liabilities stated herein under this Agreement are separate and cumulative.

- h. The Training is terminable by the Company by providing 1 (One) month prior written notice to the Trainee.
- i. The termination of this Agreement shall not relieve any Party of any obligation or liability accrued prior to the date of termination.

13. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Trainee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be including but not limited to:

- a. If a breach as set out in Clause 6(c) has been committed by the Employee;
- b. an act of dishonesty or fraud by the Trainee;
- c. the Trainee personally engaging in misconduct which causes material harm to the reputation of the Company;
- d. the Trainee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- e. the Trainee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- f. the Trainee's willful and continued failure to substantially perform the duties and obligations of the Training;
- g. the Trainee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- h. The parameters for determining "under assessment" shall be as defined by the Company and informed to the Trainee, from time to time.
- i. the Trainee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- j. the Trainee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Training or causes material harm to the reputation of the Company; and/or
- k. the Trainee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

14. NOTICE

- a. Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

In the case of notices to the Company:



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Address : No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore
– 560102, Karnataka.

Email : legal@ivalue.co.in

In the case of notices to the Trainee:

Address : Jaysingrao park Kagal sub.Dis. Kagal Dis. Kolhapur Maharashtra
416216

Email : shreyashghodake99@gmail.com

- b. All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.
- c. Either Party may, by notice in writing to the other Party, change its/his/her postal or electronic mail address in the manner aforesaid.

15. REMEDIES:

- a. Without limiting the remedies available to the Company, the Trainee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.
- b. The Trainee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.
- c. All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

16. NON-COMPETE AND NON-SOLICITATION

- a. The Trainee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Training Period and for a period of 2 (Two) years (shall abide the terms of Employment Agreement, as applicable). Further, the Trainee agrees and undertakes that he/she shall not take up

employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Training Period and for a period of 2 (Two) years thereafter (shall abide the terms of Employment Agreement, as applicable). The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Training Period: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Trainee agreeing to remain in the employment of the Company during the Term. The Trainee understand that engaging in a Competing Service during the Training Period and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.

- b. The Trainee further agrees that he / she shall not, directly or indirectly, at any time during the Training Period and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

17. PROBATIONARY PERIOD.

Upon successful completion of the Training by You, the Employer at its sole discretion will take or absorb You into on roll employment of the Company and You shall be required to undergo a probationary period of 6 (six) months from the date of on roll employment (“**Probationary Period**”) subject to the applicable terms and conditions which shall follow under the new letter of appointment or employment agreement, which including but not limited to:

- a. During the Probationary Period, the Company will pay minimum salary of Rs. 360,000 (Rupees Three Lakhs sixty thousand only) per annum.
- b. On satisfactory completion of the Probationary Period by You, the Employer will inform You in writing whether Your appointment is confirmed (“**Employment Confirmation**”) or not confirmed.
- c. Upon Employment Confirmation, the Salary and benefits will be as per Company’s policy and Company’s appraisal cycle.
- d. During the Probationary Period, if You choose to separate from the Company, You shall be liable to pay an amount equal to Stipend, accommodation and actual expenses (received / incurred during the Training Period) and 3 (three) months’ Salary to the Company towards the expense incurred for your training, professional grooming and losses etc., incurred/suffered by the Company.
- e. You acknowledge and agree that You shall associate with the Company for a minimum period of 2 (Two) years 6 (Six) months from the date of Employment Confirmation. In addition, You unconditionally acknowledge and agrees that, if You choose to separate from the Company before 2 (Two) years 6 (Six) months from the date of Employment Confirmation, You shall be liable to pay six (6) months’ gross salary.

- f. Certificates of the Training shall handover to You upon completion of the minimum two (2) years period from the date of Employment Confirmation or at the time of normal relieving, whichever is later. Otherwise, the Company shall not be obligated to provide the Certificates of the Training.
- g. The Trainee unconditionally acknowledges and agrees that the Company may post across any locations of the Company or at Customer Site or on an offshore projects at Company' discretion to meet the Company' requirements.
- h. Non solicitation and non-compete:
 - i) in consideration of being engaged as an employee by the Company, You agree that You shall not, during the term of employment with the Company and after relieving /termination of employment, directly or indirectly contact or solicit, or attempt to contact or solicit, any Client of the Company for the purposes of:
 - gaining the business of Client or providing such Client any products or services which are the same as or substantially similar to, or in competition with, the products or services sold by the Company in the period of your training or employment and at the time of relieving /termination of your employment.; or
 - advising any person not to do business with the Company or interfering in any way with the business relationship between the Company and any Client or any other person with whom the Company has a business relationship during the term of your training or employment.
 - ii) In consideration of being engaged an employee by the Company, You agree that, during the term of employment with the Company and after relieving /termination of your employment, You shall not, directly or indirectly, approach, solicit, entice, or attempt to approach, solicit, or entice employees of the Company to leave the employment of the Company.
 - iii) In consideration of being engaged as an employee by the Company, You agree that during the term of your employment with the Company and for a period of two (2) years from the date of relieving /termination of your employment, You shall not own, manage, operate, consult or to be employed in a business substantially similar to, or competitive with, the present business of the Company and/or Original Equipment Manufacturer (OEMs/ Vendors) (with whom the Company has contractual agreement) and/or direct competitor of the Company.
 - iv) During the period of your employment and after period of 2 (two) years from the date of relieving /termination of your employment You shall not own, manage, operate, consult or to be employed with the Partner or system integrator where You perused or outsourced by the Company for any project.
- i. After completion of the minimum period of three (3) years, You may choose to resign by serving 3 (three) months' notice period. Notwithstanding anything contrary contained herein, If You are in the middle of any project, You will be relieved only after the completion of the project. For avoidance of doubt, You will get normal relieving from the Company i) upon completion of the notice period; ii) upon completion of the respective project; whichever is later. During your notice

period, the Employer at its sole discretion may end the engagement and/or appointment with You immediately (or such other period as intimated by the Company) with or without notice and/or salary in lieu thereof.

- j. Upon resignation, You will get the salary for the first one and half month of the notice period as per normal process. For the next one and half month of the notice period, You shall get the salary along with full and final settlement on or before 45th (forty five) day from the date of your last working day.
- k. You acknowledge and agree that during your notice period, You shall not be entitled to get variable pay, related benefits and other incentives. The notice period may fall under two quarters and You shall not be entitled to get the variable pay, related benefits and other incentives during both the quarters.
- l. In event of termination of your employment by the Company due to breach of integrity, breach of trust, act of abscond, act of disciplinary, the Company shall not be obligated to provide relieving letter, pay remuneration/salary amount and/or full and final settlement.
- m. In event of termination of your employment by the Company due to non-performance of services by You, the Company will immediately terminate your employment with normal relieving.

18. GOVERNING LAW AND JURISDICTION:

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Parties, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

19. MISCELLANEOUS:

- a. At any time after the date hereof, the Trainee shall not do anything that might prejudice carrying on of the business of the Company.
- b. Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Trainee.
- c. If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- d. The Trainee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.

- e. If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- f. This Agreement, the Company' Policies and standing instructions of the Company from time to time contains the entire agreement of the Parties with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Parties.
- g. The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.
- h. You will inform us of any change in your residential address, family status and civil status.

IN WITNESS WHEREOF the Parties have signed this Agreement on the date and year first above written.

For iValue Infosolutions Private Limited



Authorised Signatory

Name:

Title:

Witness:

Name:

Title:


Place:

Acknowledged and Agreed by the Trainee and his/her


Parent:

I have read, understood and accepted the above terms and conditions of the Agreement. I have signed without any undue influence, pressure, coercion from any side.

Trainee:

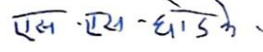

Name: Shreyash S. Ghodake
Date: 21/09/2023
Place: Bangalore

Witness:



Name: Vishal Kulkarni
Date: 21/09/2023
Place: Bengaluru.

I have also read, understood, and accepted the above terms and conditions in capacity of the Trainee's Parent. I have signed without any undue influence, pressure, coercion from any side.

Parent:


Name: Shilpa Shivaji Ghodake
Date: 21/09/2023
Place: Kagal, Kolhapur.

Witness:


Name: Shubham S. Ghodake
Date: 21/09/2023
Place: Kagal, Kolhapur.



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CIN: U72200KA2008PTC045995

1-Sep-2023

TRAINING AGREEMENT

This Training Agreement (“**Agreement**”) is entered into as of this the 1 day of September 2023 by and between:

iValue Infosolutions Private Limited, a company incorporated in accordance with the provisions of the Companies Act, 1956 having its registered office at No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore – 560102, Karnataka, India (hereinafter referred to as the “**the Company**” or “**iValue**”, which expression shall, unless contrary to the context or meaning thereof, be deemed to mean and include its successors-in-interest and permitted assigns);

AND

Rishikesh Vishal Pandare, son / daughter of Vishal Balkrishna Pandare, aged 20 years (Aadhaar No: 394615205634 & PAN: HHHPP5775E) , having his / her permanent residence at 1769 Laxmi Apartment E Ward 3rd Lane Rajarampuri, Karvir, Kolhapur, Maharashtra - 416008 and currently residing at PSR Gents PG, 19th Main Road, 13th Cross, Sector 4, HSR Layout, Bengaluru, Karnataka - 560102 (hereinafter referred to as the “**Trainee**” or “**You**” which expression shall unless contrary to the context or meaning thereof, be deemed to mean and include his/her legal heirs and representatives, administrators, executors, assigns and anyone claiming through or under him/her);

Each of the Company and the Trainee are hereinafter collectively referred to as the “**Parties**” and individually as a “**Party**”, as the context may require.

WHEREAS:

- a. The Company is engaged in the business of value-added distribution of data, network and application protection and management solution for customers.
- b. The Trainee is desirous of being a Trainee with the Company to pursue Cyber and/or Cloud Security Training (the “**Training**”) and in response thereto an application was forwarded by the Trainee to the Company. On considering the eligibility of the Trainee, after due completion of the interview & selection process and relying upon the representations made by the Trainee, the Company has agreed to appoint the Trainee with the Company as a Trainee to pursue the Training subject to the terms and conditions mentioned hereinunder this Agreement.
- c. The Parties are desirous of recording in writing the terms and conditions of the Training of the Trainee.

NOW THEREFORE IN CONSIDERATION OF THE OBLIGATIONS AND UNDERTAKINGS CONTAINED HEREIN THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. THE TRAINING, APPOINTMENT AND PLACE OF TRAINING:



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- a. The Company hereby appoint You in and with the position and title of Trainee with the Company. The Company at its own expenses and cost, shall provide the Training to You for the period of 3 (three) months from the date of commencement of the Training.
- b. The Company agrees to train You, and You accept the offering to pursue the Training with the Company subject to terms and conditions set forth herein. The Training shall be on-the-job training and shall be conducted by professional / expert trainers / employees, those are designated by the Company. The Trainee shall attend and complete the Training within the prescribed timelines.
- c. The Training will be conducted at Bangalore, head office of the Company, You shall attend in person and undergo the Training.

2. COMMENCEMENT OF THE TRAINING:

- a. Your training with the Company is agreed to have commenced on 1 day of September 2023 and this Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the “**Training Period**”).

3. ASSESSMENT.

- a. The Company designated personnel shall conduct assessment with prescribed criteria during the Training Period and You shall successfully complete the assessment during the Training Period. Upon successful completion of the assessment, You shall be eligible and will be appointed under the employment role of the Company and posted to Probationary Period. If You fails to meet the minimum prescribed criteria during the assessment, the Company may at sole discretion provide second and last opportunity to undergo the assessment.
- b. In the event of noncompletion of the assessment, the Company shall not be obligated to continue the Training and/or provide the employment, and this Agreement shall automatically come to an end and stand cancelled.

4. STIPEND AND ACCOMMODATION FACILITY:

- a. The Employer will pay stipend of **Rs. 15,000 (Rupees Fifteen Thousand)** on or before 7th day of succeeding month during the Training Period. The payments are subject to statutory deductions as applicable under the applicable laws and regulations.
- b. The Employer at its sole discretion may provide accommodation facility to You as per the Company’ accommodation facility policy.

5. HOLIDAYS & LEAVES:



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- a. The weekly holidays would be on Sunday. During the Training Period You are entitled to 3 (three) medical leaves only.

6. REPRESENTATIONS BY THE TRAINEE:

- a. The Trainee represents that to the best of his / her knowledge, the Trainee has no commitments to former employers or other entities, which would restrict the Trainee from joining the Company. The Trainee represents and warrants that the Trainee has not taken or otherwise misappropriated and does not have in the Trainee's possession or control any confidential and proprietary information belonging to any of the Trainee's prior employers or connected with or derived from the Trainee's services to prior employers. The Trainee represents and warrants that Trainee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Training.
- b. The Trainee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 6(a).
- c. The Trainee represents that the Trainee has disclosed all material and relevant information, which may either affect the Training currently or in the future or may be in conflict with the terms of the Training, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Trainee has suppressed any material or relevant information required to be disclosed by the Trainee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Training without any notice and without any obligation or liability to pay any stipend or other dues to the Trainee irrespective of the period that the Trainee may have been associated by the Company.

7. INTELLECTUAL PROPERTY

- a. The Trainee agrees and assures the Company that during the Training Period, the Trainee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Training with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as "Intellectual Property"). Such Intellectual Property shall constitute the absolute property of the Company and the Trainee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Training Period and/or after expiry or sooner termination of the Training Period. The Trainee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.
- b. All such Intellectual Property shall be deemed to be "works made for hire" under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and

exclusive right, inter alia, to use, modify or adapt the Intellectual Property that the Trainee has developed during the course of his / her Training.

8. CONFIDENTIALITY

- a. The Trainee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“Confidential Information”) during the Training and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- b. Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’ customers, partners and vendors (Client(s)) confidential and proprietary information, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- c. The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The Trainee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- d. Upon expiry or sooner termination of his / her Training, the Trainee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- e. The Trainee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.
- f. You shall not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company’s affairs or administration or research carried out whether the same may be confided to You or become known to You in the course of your training or otherwise.
- g. You acknowledge and agree that monetary damages may not be a sufficient remedy for a breach of this section and that the Company shall be entitled, without waiving any other rights or remedies, to obtain injunctive or equitable relief for any breach or threatened breach in addition to any other remedies at law or equity, to enforce such provisions.

- h. You acknowledge the terms of this section shall survive in full force and effect after relieving / termination of your training.

9. PROFESSIONAL ETHICS AND CODE OF CONDUCT

- a. You may require dealing with Company's money, material and documents with utmost honesty and professional ethics. If You are found guilty at any point of time of moral turpitude or of dishonesty in dealing with Company's money or material or intellectual property or of theft or dishonesty in dealing with Company's property or documents, software, business or theft or of misappropriation, regardless of the value involved, your appointment would be immediately terminated notwithstanding other terms and conditions mentioned herein. Company property here includes any benefit in the form of gift vouchers, debit cards, cash or cash equivalents in any manner, kinds, material, any sponsorship including travel or holiday vouchers etc., coming from business alliance partners (distributors or any other agencies), the disbursement of which lies purely at the discretion of the management in the form of written approval or consent. The Company reserves its right to take appropriate legal action, if found guilty. You shall be liable to indemnify the Company and its affiliates for the losses suffered including consequential losses.
- b. You shall not enter any commitment or dealing on behalf of the Company for which You have no express authority, and You will not alter or be party to any alteration of any principle or policy of the Company or exceed the authority without prior sanction of the Company.
- c. You shall serve the Company with high degree of personal and professional integrity and refrain from indulging in any dishonest or unethical conduct.
- d. You shall maintain strict confidence and agree not to divulge in any manner to any party any information and knowledge acquired by You in the Company with regard to business. Similarly, stipend being entirely personal to individual employees, all payroll particulars are strictly confidential in the Company. You are therefore refrained from discussing, disclosing or seeking clarification pertaining to your stipend with any individual in the Company other than your reporting manager or in charge of payroll.
- e. The appointment and its continuance are subject to You being found and remaining medically (physically & mentally) fit, the Company reserve the right to ask You to undergo medical examination if and when considered necessary.

10. COMPLIANCE WITH COMPANY POLICIES AND APPLICABLE LAWS

- a. You shall adhere and comply with the Company's polices, practices, rules and regulations and other standing instructions from time to time as they may be adopted or modified from time to time by the Company.
- b. You shall maintain proper discipline and dignity of your office, department and shall deal with all matters with sobriety. You shall not publicly criticize, defame or misrepresent the Company and will not knowingly commit any such actions which may adversely affect Company's goodwill.
- c. You will be abiding by the applicable laws and regulations including data protection, privacy laws, anti-corruption laws, anti-bribery laws and other applicable laws, rules, regulations.

11. DISCIPLINARY ACTION:



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- a. Any breach or failure to attain or maintain a satisfactory work standard or any misconduct by You will be regarded as a disciplinary or capability matter. Your immediate supervisor or any other designated personnel will normally deal with minor disciplinary matters. The Procedure for more serious offences including major misconduct shall be as decided by the management on a case-to-case basis with procedure leading up to termination of this Agreement. You shall not be entitled to any amount which are dues with the Company and the Company shall not be obligated to make any payment or dues to You.
- b. By accepting this Agreement, You authorize the Company to deduct from your stipend on termination that all debts owed by You to the Company or any of its group companies or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

12. TERMINATION AND EFFECT OF TERMINATION.

- a. The Trainee shall hold office during the Training Period, subject to earlier termination as provided herein.
- b. The Training shall be terminated upon the death of the Trainee.
- c. The Company reserves the right to terminate your Training at any time at its sole discretion in the event of breach of any provisions of this Agreement by the Trainee including the provisions of Section 13 (Breach).
- d. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to misconduct, negligence of duty, insubordination, disloyalty, dishonesty, misrepresentation, indiscipline, breach of confidentiality or any terms, data breach/ data theft, sexual harassment, unauthorized absence beyond a period of five consecutive days.
- e. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to conviction in any court of law for the commission of any crime, commission of any act of moral turpitude, commission of any act detrimental to the interest of the Company or any subversive act which in the opinion of management is seriously detrimental/prejudicial to the interest of the Company/ society / the country.
- f. In case if You choose to separate from the Company during the Training Period You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training, professional grooming and losses etc., incurred/suffered by the Company.
- g. Upon termination of this Agreement due to any reasons or otherwise, he/she shall not engage himself/herself in working for any other person, firm, companies or association in any capacity whatsoever or do or conduct any private business and/or shall not join and/or take up employment or act as a consultant or enter into any arrangement with any other company firm or company or association or render or engage in Competing Service for a period of 2 (Two) years after the termination of this Agreement or otherwise. If You fails to comply with this provision, You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training,

professional grooming and losses etc., incurred/suffered by the Company. For clarity, the liabilities stated herein under this Agreement are separate and cumulative.

- h. The Training is terminable by the Company by providing 1 (One) month prior written notice to the Trainee.
- i. The termination of this Agreement shall not relieve any Party of any obligation or liability accrued prior to the date of termination.

13. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Trainee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be including but not limited to:

- a. If a breach as set out in Clause 6(c) has been committed by the Employee;
- b. an act of dishonesty or fraud by the Trainee;
- c. the Trainee personally engaging in misconduct which causes material harm to the reputation of the Company;
- d. the Trainee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- e. the Trainee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- f. the Trainee's willful and continued failure to substantially perform the duties and obligations of the Training;
- g. the Trainee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- h. The parameters for determining "under assessment" shall be as defined by the Company and informed to the Trainee, from time to time.
- i. the Trainee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- j. the Trainee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Training or causes material harm to the reputation of the Company; and/or
- k. the Trainee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

14. NOTICE

- a. Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

In the case of notices to the Company:



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Address : No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore
– 560102, Karnataka.

Email : legal@ivalue.co.in

In the case of notices to the Trainee:

Address : 1769 Laxmi Appartment E Ward 3rd Lane Rajarampuri, Karvir,
Kolhapur, Maharashtra - 416008

Email : pandarerishikesh@gmail.com

- b. All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.
- c. Either Party may, by notice in writing to the other Party, change its/his/her postal or electronic mail address in the manner aforesaid.

15. REMEDIES:

- a. Without limiting the remedies available to the Company, the Trainee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.
- b. The Trainee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.
- c. All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

16. NON-COMPETE AND NON-SOLICITATION

- a. The Trainee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Training Period and for a period of 2 (Two) years (shall abide the terms of Employment Agreement, as applicable). Further, the Trainee agrees and undertakes that he/she shall not take up

employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Training Period and for a period of 2 (Two) years thereafter (shall abide the terms of Employment Agreement, as applicable). The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Training Period: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Trainee agreeing to remain in the employment of the Company during the Term. The Trainee understand that engaging in a Competing Service during the Training Period and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.

- b. The Trainee further agrees that he / she shall not, directly or indirectly, at any time during the Training Period and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

17. PROBATIONARY PERIOD.

Upon successful completion of the Training by You, the Employer at its sole discretion will take or absorb You into on roll employment of the Company and You shall be required to undergo a probationary period of 6 (six) months from the date of on roll employment (“**Probationary Period**”) subject to the applicable terms and conditions which shall follow under the new letter of appointment or employment agreement, which including but not limited to:

- b. During the Probationary Period, the Company will pay minimum salary of Rs. 360,000 (Rupees Three Lakhs sixty thousand only) per annum.
- c. On satisfactory completion of the Probationary Period by You, the Employer will inform You in writing whether Your appointment is confirmed (“**Employment Confirmation**”) or not confirmed.
- d. Upon Employment Confirmation, the Salary and benefits will be as per Company’s policy and Company’s appraisal cycle.
- e. During the Probationary Period, if You choose to separate from the Company, You shall be liable to pay an amount equal to Stipend, accommodation and actual expenses (received / incurred during the Training Period) and 3 (three) months’ Salary to the Company towards the expense incurred for your training, professional grooming and losses etc., incurred/suffered by the Company.
- f. You acknowledge and agree that You shall associate with the Company for a minimum period of 2 (Two) years 6 (Six) months from the date of Employment Confirmation. In addition, You unconditionally acknowledge and agrees that, if You choose to separate from the Company before 2 (Two) years 6 (Six) months from the date of Employment Confirmation, You shall be liable to pay six (6) months’ gross salary.

- g. Certificates of the Training shall handover to You upon completion of the minimum two (2) years period from the date of Employment Confirmation or at the time of normal relieving, whichever is later. Otherwise, the Company shall not be obligated to provide the Certificates of the Training.
- h. The Trainee unconditionally acknowledges and agrees that the Company may post across any locations of the Company or at Customer Site or on an offshore projects at Company' discretion to meet the Company' requirements.
- i. Non solicitation and non-compete:
- i) in consideration of being engaged as an employee by the Company, You agree that You shall not, during the term of employment with the Company and after relieving /termination of employment, directly or indirectly contact or solicit, or attempt to contact or solicit, any Client of the Company for the purposes of:
- gaining the business of Client or providing such Client any products or services which are the same as or substantially similar to, or in competition with, the products or services sold by the Company in the period of your training or employment and at the time of relieving /termination of your employment.; or
 - advising any person not to do business with the Company or interfering in any way with the business relationship between the Company and any Client or any other person with whom the Company has a business relationship during the term of your training or employment.
- ii) In consideration of being engaged an employee by the Company, You agree that, during the term of employment with the Company and after relieving /termination of your employment, You shall not, directly or indirectly, approach, solicit, entice, or attempt to approach, solicit, or entice employees of the Company to leave the employment of the Company.
- iii) In consideration of being engaged as an employee by the Company, You agree that during the term of your employment with the Company and for a period of two (2) years from the date of relieving /termination of your employment, You shall not own, manage, operate, consult or to be employed in a business substantially similar to, or competitive with, the present business of the Company and/or Original Equipment Manufacturer (OEMs/ Vendors) (with whom the Company has contractual agreement) and/or direct competitor of the Company.
- iv) During the period of your employment and after period of 2 (two) years from the date of relieving /termination of your employment You shall not own, manage, operate, consult or to be employed with the Partner or system integrator where You perused or outsourced by the Company for any project.
- j. After completion of the minimum period of three (3) years, You may choose to resign by serving 3 (three) months' notice period. Notwithstanding anything contrary contained herein, If You are in the middle of any project, You will be relieved only after the completion of the project. For avoidance of doubt, You will get normal relieving from the Company i) upon completion of the notice period; ii) upon completion of the respective project; whichever is later. During your notice

period, the Employer at its sole discretion may end the engagement and/or appointment with You immediately (or such other period as intimated by the Company) with or without notice and/or salary in lieu thereof.

- k. Upon resignation, You will get the salary for the first one and half month of the notice period as per normal process. For the next one and half month of the notice period, You shall get the salary along with full and final settlement on or before 45th (forty five) day from the date of your last working day.
- l. You acknowledge and agree that during your notice period, You shall not be entitled to get variable pay, related benefits and other incentives. The notice period may fall under two quarters and You shall not be entitled to get the variable pay, related benefits and other incentives during both the quarters.
- m. In event of termination of your employment by the Company due to breach of integrity, breach of trust, act of abscond, act of disciplinary, the Company shall not be obligated to provide relieving letter, pay remuneration/salary amount and/or full and final settlement.
- n. In event of termination of your employment by the Company due to non-performance of services by You, the Company will immediately terminate your employment with normal relieving.

18. GOVERNING LAW AND JURISDICTION:

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Parties, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

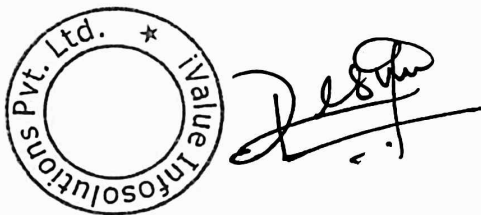
19. MISCELLANEOUS:

- a. At any time after the date hereof, the Trainee shall not do anything that might prejudice carrying on of the business of the Company.
- b. Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Trainee.
- c. If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- d. The Trainee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.

- e. If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- f. This Agreement, the Company' Policies and standing instructions of the Company from time to time contains the entire agreement of the Parties with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Parties.
- g. The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.
- h. You will inform us of any change in your residential address, family status and civil status.

IN WITNESS WHEREOF the Parties have signed this Agreement on the date and year first above written.

For iValue Infosolutions Private Limited



Authorised Signatory

Name:

Title:

Witness:

Name:

Title:

Place:

Acknowledged and Agreed by the Trainee and his/her

Parent:

I have read, understood and accepted the above terms and conditions of the Agreement. I have signed without any undue influence, pressure, coercion from any side.

Trainee:



Name: Rishikesh V. Pandare

Date: 21/09/2023

Place: Kolhapur

Witness:



Name: Shreyash Shivaji Ghodake

Date: 21/09/23

Place: Bangalore

I have also read, understood, and accepted the above terms and conditions in capacity of the Trainee's Parent. I have signed without any undue influence, pressure, coercion from any side.

Parent:



Name: Vishal B. Pandaare

Date: 21/09/2023

Place: Kolhapur

Witness:



Name: Sunita V. Pandaare

Date: 21/09/2023

Place: Kolhapur



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CIN: U72200KA2008PTC045995

1-Sep-2023

TRAINING AGREEMENT

This Training Agreement (“**Agreement**”) is entered into as of this the 1 day of September 2023 by and between:

iValue Infosolutions Private Limited, a company incorporated in accordance with the provisions of the Companies Act, 1956 having its registered office at No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore – 560102, Karnataka, India (hereinafter referred to as the “**the Company**” or “**iValue**”, which expression shall, unless contrary to the context or meaning thereof, be deemed to mean and include its successors-in-interest and permitted assigns);

AND

Sakshi Sachin Gundakalli, son/daughter of Sachin Prabhakar Gundakalli, aged 22 years (Aadhaar No: 358569853675 & PAN: DHIPG1647D), having his / her permanent residence at 1046,E-ward,Bagal chouk,Rajarampuri,Kolhapur,Maharashtra-416008 and currently residing at Shree BalaJi PG Nanda Nilaya, No-47, 19th Main Rd, Sector 3, HSR Layout, Bengaluru, Karnataka 560102 (hereinafter referred to as the “**Trainee**” or “**You**” which expression shall unless contrary to the context or meaning thereof, be deemed to mean and include his/her legal heirs and representatives, administrators, executors, assigns and anyone claiming through or under him/her);

Each of the Company and the Trainee are hereinafter collectively referred to as the “**Parties**” and individually as a “**Party**”, as the context may require.

WHEREAS:

- a. The Company is engaged in the business of value-added distribution of data, network and application protection and management solutions for customers.
- b. The Trainee is desirous of being a Trainee with the Company to pursue Cyber and/or Cloud Security Training (the “**Training**”) and in response thereto an application was forwarded by the Trainee to the Company. On considering the eligibility of the Trainee, after due completion of the interview & selection process and relying upon the representations made by the Trainee, the Company has agreed to appoint the Trainee with the Company as a Trainee to pursue the Training subject to the terms and conditions mentioned hereinunder this Agreement.
- c. The Parties are desirous of recording in writing the terms and conditions of the Training of the Trainee.

NOW THEREFORE IN CONSIDERATION OF THE OBLIGATIONS AND UNDERTAKINGS CONTAINED HEREIN THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. THE TRAINING, APPOINTMENT AND PLACE OF TRAINING:



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- a. The Company hereby appoint You in and with the position and title of Trainee with the Company. The Company at its own expenses and cost, shall provide the Training to You for the period of 3 (three) months from the date of commencement of the Training.
- b. The Company agrees to train You, and You accept the offering to pursue the Training with the Company subject to terms and conditions set forth herein. The Training shall be on the job training and shall be conducted by professional/expert trainers / employees, those are designated by the Company. The Trainee shall attend and complete the Training within the prescribed timelines.
- c. The Training will be conducted at Bangalore, head office of the Company, You shall attend in person and undergo the Training.

2. COMMENCEMENT OF THE TRAINING:

- a. Your training with the Company is agreed to have commenced on 1st day of Sep 2023 and this Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the "Training Period").

3. ASSESSMENT.

- a. The Company designated personnel shall conduct assessment with prescribed criteria during the Training Period and You shall successfully complete the assessment during the Training Period. Upon successful completion of the assessment, You shall be eligible and will be appointed under the employment role of the Company and posted to Probationary Period. If You fails to meet the minimum prescribed criteria during the assessment, the Company may at sole discretion provide second and last opportunity to undergo the assessment.
- b. In the event of noncompletion of the assessment, the Company shall not be obligated to continue the Training and/or provide the employment, and this Agreement shall automatically come to an end and stand cancelled.

4. STIPEND AND ACCOMMODATION FACILITY:

- a. The Employer will pay stipend of Rs. **15,000 (Rupees Fifteen Thousand)** on or before 7th day of succeeding month during the Training Period. The payments are subject to statutory deductions as applicable under the applicable laws and regulations.
- b. The Employer at its sole discretion may provide accommodation facility to You as per the Company' accommodation facility policy.

5. HOLIDAYS & LEAVES:



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- a. The weekly holidays would be on Sunday. During the Training Period You are entitled to 3 (three) medical leaves only.

6. REPRESENTATIONS BY THE TRAINEE:

- a. The Trainee represents that to the best of his / her knowledge, the Trainee has no commitments to former employers or other entities, which would restrict the Trainee from joining the Company. The Trainee represents and warrants that the Trainee has not taken or otherwise misappropriated and does not have in the Trainee's possession or control any confidential and proprietary information belonging to any of the Trainee's prior employers or connected with or derived from the Trainee's services to prior employers. The Trainee represents and warrants that Trainee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Training.
- b. The Trainee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 6(a).
- c. The Trainee represents that the Trainee has disclosed all material and relevant information, which may either affect the Training currently or in the future or may be in conflict with the terms of the Training, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Trainee has suppressed any material or relevant information required to be disclosed by the Trainee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Training without any notice and without any obligation or liability to pay any stipend or other dues to the Trainee irrespective of the period that the Trainee may have been associated by the Company.

7. INTELLECTUAL PROPERTY

- a. The Trainee agrees and assures the Company that during the Training Period, the Trainee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Training with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as "Intellectual Property"). Such Intellectual Property shall constitute the absolute property of the Company and the Trainee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Training Period and/or after expiry or sooner termination of the Training Period. The Trainee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.
- b. All such Intellectual Property shall be deemed to be "works made for hire" under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and



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exclusive right, inter alia, to use, modify or adapt the Intellectual Property that the Trainee has developed during the course of his / her Training.

8. CONFIDENTIALITY

- a. The Trainee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge ("Confidential Information") during the Training and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- b. Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company's proprietary software, technical and commercial information instruction, service and product information, the design, "look and feel" navigation and capabilities of the Company's software, products and services, the Company's customers, partners and vendors (Client(s)) confidential and proprietary information, the Company's proprietary training program methodology and associated client support services, the Company's methodology for promoting its products and services to its clients, the particularized needs and demands of the Company's clients and the customizations the Company makes to its software, products and services to meet those clients' needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- c. The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The Trainee shall not, at any time for any reason, reveal any information provided by any of the company's clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- d. Upon expiry or sooner termination of his / her Training, the Trainee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- e. The Trainee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.
- f. You shall not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company's affairs or administration or research carried out whether the same may be confided to You or become known to You in the course of your training or otherwise.
- g. You acknowledge and agree that monetary damages may not be a sufficient remedy for a breach of this section and that the Company shall be entitled, without waiving any other rights or remedies, to obtain injunctive or equitable relief for any breach or threatened breach in addition to any other remedies at law or equity, to enforce such provisions.



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- h. You acknowledge the terms of this section shall survive in full force and effect after relieving / termination of your training.

9. PROFESSIONAL ETHICS AND CODE OF CONDUCT

- a. You may require dealing with Company's money, material and documents with utmost honesty and professional ethics. If You are found guilty at any point of time of moral turpitude or of dishonesty in dealing with Company's money or material or intellectual property or of theft or dishonesty in dealing with Company's property or documents, software, business or theft or of misappropriation, regardless of the value involved, your appointment would be immediately terminated notwithstanding other terms and conditions mentioned herein. Company property here includes any benefit in the form of gift vouchers, debit cards, cash or cash equivalents in any manner, kinds, material, any sponsorship including travel or holiday vouchers etc., coming from business alliance partners (distributors or any other agencies), the disbursement of which lies purely at the discretion of the management in the form of written approval or consent. The Company reserves its right to take appropriate legal action, if found guilty. You shall be liable to indemnify the Company and its affiliates for the losses suffered including consequential losses.
- b. You shall not enter any commitment or dealing on behalf of the Company for which You have no express authority, and You will not alter or be party to any alteration of any principle or policy of the Company or exceed the authority without prior sanction of the Company.
- c. You shall serve the Company with high degree of personal and professional integrity and refrain from indulging in any dishonest or unethical conduct.
- d. You shall maintain strict confidence and agree not to divulge in any manner to any party any information and knowledge acquired by You in the Company with regard to business. Similarly, stipend being entirely personal to individual employees, all payroll particulars are strictly confidential in the Company. You are therefore refrained from discussing, disclosing or seeking clarification pertaining to your stipend with any individual in the Company other than your reporting manager or in charge of payroll.
- e. The appointment and its continuance are subject to You being found and remaining medically (physically & mentally) fit, the Company reserve the right to ask You to undergo medical examination if and when considered necessary.

10. COMPLIANCE WITH COMPANY POLICIES AND APPLICABLE LAWS

- a. You shall adhere and comply with the Company's polices, practices, rules and regulations and other standing instructions from time to time as they may be adopted or modified from time to time by the Company.
- b. You shall maintain proper discipline and dignity of your office, department and shall deal with all matters with sobriety. You shall not publicly criticize, defame or misrepresent the Company and will not knowingly commit any such actions which may adversely affect Company's goodwill.
- c. You will be abiding by the applicable laws and regulations including data protection, privacy laws, anti-corruption laws, anti-bribery laws and other applicable laws, rules, regulations.

11. DISCIPLINARY ACTION:



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a. Any breach or failure to attain or maintain a satisfactory work standard or any misconduct by You will be regarded as a disciplinary or capability matter. Your immediate supervisor or any other designated personnel will normally deal with minor disciplinary matters. The Procedure for more serious offences including major misconduct shall be as decided by the management on a case-to-case basis with procedure leading up to termination of this Agreement. You shall not be entitled to any amount which are dues with the Company and the Company shall not be obligated to make any payment or dues to You.

b. By accepting this Agreement, You authorize the Company to deduct from your stipend on termination that all debts owed by You to the Company or any of its group companies or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

12. TERMINATION AND EFFECT OF TERMINATION.

a. The Trainee shall hold office during the Training Period, subject to earlier termination as provided herein.

b. The Training shall be terminated upon the death of the Trainee.

c. The Company reserves the right to terminate your Training at any time at its sole discretion in the event of breach of any provisions of this Agreement by the Trainee including the provisions of Section 13 (Breach).

d. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to misconduct, negligence of duty, insubordination, disloyalty, dishonesty, misrepresentation, indiscipline, breach of confidentiality or any terms, data breach/ data theft, sexual harassment, unauthorized absence beyond a period of five consecutive days.

e. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to conviction in any court of law for the commission of any crime, commission of any act of moral turpitude, commission of any act detrimental to the interest of the Company or any subversive act which in the opinion of management is seriously detrimental/prejudicial to the interest of the Company/ society / the country.

f. In case if You choose to separate from the Company during the Training Period You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training, professional grooming and losses etc., incurred/suffered by the Company.

g. Upon termination of this Agreement due to any reasons or otherwise, he/she shall not engage himself/herself in working for any other person, firm, companies or association in any capacity whatsoever or do or conduct any private business and/or shall not join and/or take up employment or act as a consultant or enter into any arrangement with any other company firm or company or association or render or engage in Competing Service for a period of 2 (Two) years after the termination of this Agreement or otherwise. If You fails to comply with this provision, You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training.



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professional grooming and losses etc., incurred/suffered by the Company. For clarity, the liabilities stated herein under this Agreement are separate and cumulative.

- h. The Training is terminable by the Company by providing 1 (One) month prior written notice to the Trainee.
- i. The termination of this Agreement shall not relieve any Party of any obligation or liability accrued prior to the date of termination.

13. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Trainee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be including but not limited to:

- a. If a breach as set out in Clause 6(c) has been committed by the Employee;
- b. an act of dishonesty or fraud by the Trainee;
- c. the Trainee personally engaging in misconduct which causes material harm to the reputation of the Company;
- d. the Trainee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- e. the Trainee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- f. the Trainee's willful and continued failure to substantially perform the duties and obligations of the Training;
- g. the Trainee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- h. The parameters for determining "under assessment" shall be as defined by the Company and informed to the Trainee, from time to time.
- i. the Trainee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- j. the Trainee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Training or causes material harm to the reputation of the Company; and/or
- k. the Trainee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

14. NOTICE

- a. Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

In the case of notices to the Company:



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Address : No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore
– 560102, Karnataka.

Email : legal@ivalue.co.in

In the case of notices to the Trainee:

Address : 1046, E-ward, Bagal chouk, Rajarampuri, Kolhapur, Maharashtra-
416008

Email : gundakallisakshi@gmail.com

- b. All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.
- c. Either Party may, by notice in writing to the other Party, change its/his/her postal or electronic mail address in the manner aforesaid.

15. REMEDIES:

- a. Without limiting the remedies available to the Company, the Trainee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.
- b. The Trainee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.
- c. All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

16. NON-COMPETE AND NON-SOLICITATION

- a. The Trainee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Training Period and for a period of 2 (Two) years (shall abide the terms of Employment Agreement, as applicable). Further, the Trainee agrees and undertakes that he/she shall not take up



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employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Training Period and for a period of 2 (Two) years thereafter (shall abide the terms of Employment Agreement, as applicable). The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Training Period: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Trainee agreeing to remain in the employment of the Company during the Term. The Trainee understand that engaging in a Competing Service during the Training Period and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.

- b. The Trainee further agrees that he / she shall not, directly or indirectly, at any time during the Training Period and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

17. PROBATIONARY PERIOD.

Upon successful completion of the Training by You, the Employer at its sole discretion will take or absorb You into on roll employment of the Company and You shall be required to undergo a probationary period of 6 (six) months from the date of on roll employment (“**Probationary Period**”) subject to the applicable terms and conditions which shall follow under the new letter of appointment or employment agreement, which including but not limited to:

- b. During the Probationary Period, the Company will pay minimum salary of Rs. 360,000 (Rupees Three Lakhs sixty thousand only) per annum.
- c. On satisfactory completion of the Probationary Period by You, the Employer will inform You in writing whether Your appointment is confirmed (“**Employment Confirmation**”) or not confirmed.
- d. Upon Employment Confirmation, the Salary and benefits will be as per Company’s policy and Company’s appraisal cycle.
- e. During the Probationary Period, if You choose to separate from the Company, You shall be liable to pay an amount equal to Stipend, accommodation and actual expenses (received / incurred during the Training Period) and 3 (three) months’ Salary to the Company towards the expense incurred for your training, professional grooming and losses etc., incurred/suffered by the Company.
- f. You acknowledge and agree that You shall associate with the Company for a minimum period of 2 (Two) years 6 (Six) months from the date of Employment Confirmation. In addition, You unconditionally acknowledge and agrees that, if You choose to separate from the Company before 2 (Two) years 6 (Six) months from the date of Employment Confirmation, You shall be liable to pay six (6) months’ gross salary.



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- g. Certificates of the Training shall handover to You upon completion of the minimum two (2) years period from the date of Employment Confirmation or at the time of normal relieving, whichever is later. Otherwise, the Company shall not be obligated to provide the Certificates of the Training.
- h. The Trainee unconditionally acknowledges and agrees that the Company may post across any locations of the Company or at Customer Site or on an offshore projects at Company' discretion to meet the Company' requirements.
- i. Non solicitation and non-compete:
 - i) in consideration of being engaged as an employee by the Company, You agree that You shall not, during the term of employment with the Company and after relieving /termination of employment, directly or indirectly contact or solicit, or attempt to contact or solicit, any Client of the Company for the purposes of:
 - gaining the business of Client or providing such Client any products or services which are the same as or substantially similar to, or in competition with, the products or services sold by the Company in the period of your training or employment and at the time of relieving /termination of your employment.; or
 - advising any person not to do business with the Company or interfering in any way with the business relationship between the Company and any Client or any other person with whom the Company has a business relationship during the term of your training or employment.
 - ii) In consideration of being engaged an employee by the Company, You agree that, during the term of employment with the Company and after relieving /termination of your employment, You shall not, directly or indirectly, approach, solicit, entice, or attempt to approach, solicit, or entice employees of the Company to leave the employment of the Company.
 - iii) In consideration of being engaged as an employee by the Company, You agree that during the term of your employment with the Company and for a period of two (2) years from the date of relieving /termination of your employment, You shall not own, manage, operate, consult or to be employed in a business substantially similar to, or competitive with, the present business of the Company and/or Original Equipment Manufacturer (OEMs/ Vendors) (with whom the Company has contractual agreement) and/or direct competitor of the Company.
 - iv) During the period of your employment and after period of 2 (two) years from the date of relieving /termination of your employment You shall not own, manage, operate, consult or to be employed with the Partner or system integrator where You perused or outsourced by the Company for any project.
- j. After completion of the minimum period of three (3) years, You may choose to resign by serving 3 (three) months' notice period. Notwithstanding anything contrary contained herein, If You are in the middle of any project, You will be relieved only after the completion of the project. For avoidance of doubt, You will get normal relieving from the Company i) upon completion of the notice period; ii) upon completion of the respective project; whichever is later. During your notice



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period, the Employer at its sole discretion may end the engagement and/or appointment with You immediately (or such other period as intimated by the Company) with or without notice and/or salary in lieu thereof.

- k. Upon resignation, You will get the salary for the first one and half month of the notice period as per normal process. For the next one and half month of the notice period, You shall get the salary along with full and final settlement on or before 45th (forty five) day from the date of your last working day.
- l. You acknowledge and agree that during your notice period, You shall not be entitled to get variable pay, related benefits and other incentives. The notice period may fall under two quarters and You shall not be entitled to get the variable pay, related benefits and other incentives during both the quarters.
- m. In event of termination of your employment by the Company due to breach of integrity, breach of trust, act of abscond, act of disciplinary, the Company shall not be obligated to provide relieving letter, pay remuneration/salary amount and/or full and final settlement.
- n. In event of termination of your employment by the Company due to non-performance of services by You, the Company will immediately terminate your employment with normal relieving.

18. GOVERNING LAW AND JURISDICTION:

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Parties, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.


19. MISCELLANEOUS:

- a. At any time after the date hereof, the Trainee shall not do anything that might prejudice carrying on of the business of the Company.
- b. Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Trainee.
- c. If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- d. The Trainee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.

- e. If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- f. This Agreement, the Company' Policies and standing instructions of the Company from time to time contains the entire agreement of the Parties with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Parties.
- g. The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.
- h. You will inform us of any change in your residential address, family status and civil status.

IN WITNESS WHEREOF the Parties have signed this Agreement on the date and year first above written.

For iValue Infosolutions Private Limited



Authorised Signatory
Name: Resmi Palattel
Title: Head HR

Witness:

Name:
Title:
Place:

Acknowledged and Agreed by the Trainee and his/her Parent:

I have read, understood and accepted the above terms and conditions of the Agreement. I have signed without any undue influence, pressure, coercion from any side.

Trainee:



Name: Sakshi S. Gundakalli

Date: 21/09/2023

Place: Bangalore

Witness



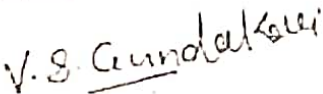
Name: Jyoti Kumar Magdum

Date: 21/09/2023

Place: Bangalore

I have also read, understood, and accepted the above terms and conditions in capacity of the Trainee's Parent. I have signed without any undue influence, pressure, coercion from any side.

Parent:



Name: Varsha S. Gundakalli

Date: 21/09/23

Place: Kolhapur.

Witness:



Name: Shreyash S. Ghodake

Date: 21/09/2023

Place: Bangalore



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1-Sep-2023

TRAINING AGREEMENT

This Training Agreement (“**Agreement**”) is entered into as of this the 1 day of September 2023 by and between:

iValue Infosolutions Private Limited, a company incorporated in accordance with the provisions of the Companies Act, 1956 having its registered office at No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore – 560102, Karnataka, India (hereinafter referred to as the “**the Company**” or “**iValue**”, which expression shall, unless contrary to the context or meaning thereof, be deemed to mean and include its successors-in-interest and permitted assigns);

AND

Puja Maruti Kumbhar, son / daughter of Maruti Shankar Kumbhar, aged 22 years (Aadhaar No: 549857180484 & PAN: KKRPK4905B) , having his / her permanent residence at 169, Dhangar galli, Siddhanerli tal-kagal dist-kolhapur pincode-416232 and currently residing at Shree Balaji PG,Nanda Nilaya, No-47, 19th Main Rd, Sector 3, HSR Layout, Bengaluru, Karnataka 560102 (hereinafter referred to as the “**Trainee**” or “**You**” which expression shall unless contrary to the context or meaning thereof, be deemed to mean and include his/her legal heirs and representatives, administrators, executors, assigns and anyone claiming through or under him/her);

Each of the Company and the Trainee are hereinafter collectively referred to as the “**Parties**” and individually as a “**Party**”, as the context may require.

WHEREAS:

- a. The Company is engaged in the business of value-added distribution of data, network and application protection and management solution for customers.
- b. The Trainee is desirous of being a Trainee with the Company to pursue Cyber and/or Cloud Security Training (the “**Training**”) and in response thereto an application was forwarded by the Trainee to the Company. On considering the eligibility of the Trainee, after due completion of the interview & selection process and relying upon the representations made by the Trainee, the Company has agreed to appoint the Trainee with the Company as a Trainee to pursue the Training subject to the terms and conditions mentioned hereinunder this Agreement.
- c. The Parties are desirous of recording in writing the terms and conditions of the Training of the Trainee.

NOW THEREFORE IN CONSIDERATION OF THE OBLIGATIONS AND UNDERTAKINGS CONTAINED HEREIN THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. THE TRAINING, APPOINTMENT AND PLACE OF TRAINING:

- a. The Company hereby appoint You in and with the position and title of Trainee with the Company. The Company at its own expenses and cost, shall provide the Training to You for the period of 3 (three) months from the date of commencement of the Training.
- b. The Company agrees to train You, and You accept the offering to pursue the Training with the Company subject to terms and conditions set forth herein. The Training shall be on-the-job training and shall be conducted by professional / expert trainers / employees, those are designated by the Company. The Trainee shall attend and complete the Training within the prescribed timelines.
- c. The Training will be conducted at Bangalore, head office of the Company, You shall attend in person and undergo the Training.

2. COMMENCEMENT OF THE TRAINING:

- a. Your training with the Company is agreed to have commenced on 1 day of September 2023 and this Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the “**Training Period**”).

3. ASSESSMENT.

- a. The Company designated personnel shall conduct assessment with prescribed criteria during the Training Period and You shall successfully complete the assessment during the Training Period. Upon successful completion of the assessment, You shall be eligible and will be appointed under the employment role of the Company and posted to Probationary Period. If You fails to meet the minimum prescribed criteria during the assessment, the Company may at sole discretion provide second and last opportunity to undergo the assessment.
- b. In the event of noncompletion of the assessment, the Company shall not be obligated to continue the Training and/or provide the employment, and this Agreement shall automatically come to an end and stand cancelled.

4. STIPEND AND ACCOMMODATION FACILITY:

- a. The Employer will pay stipend of **Rs. 15,000 (Rupees Fifteen Thousand)** on or before 7th day of succeeding month during the Training Period. The payments are subject to statutory deductions as applicable under the applicable laws and regulations.
- b. The Employer at its sole discretion may provide accommodation facility to You as per the Company’ accommodation facility policy.

5. HOLIDAYS & LEAVES:



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CIN: U72200KA2008PTC045995

- a. The weekly holidays would be on Sunday. During the Training Period You are entitled to 3 (three) medical leaves only.

6. REPRESENTATIONS BY THE TRAINEE:

- a. The Trainee represents that to the best of his / her knowledge, the Trainee has no commitments to former employers or other entities, which would restrict the Trainee from joining the Company. The Trainee represents and warrants that the Trainee has not taken or otherwise misappropriated and does not have in the Trainee's possession or control any confidential and proprietary information belonging to any of the Trainee's prior employers or connected with or derived from the Trainee's services to prior employers. The Trainee represents and warrants that Trainee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Training.
- b. The Trainee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 6(a).
- c. The Trainee represents that the Trainee has disclosed all material and relevant information, which may either affect the Training currently or in the future or may be in conflict with the terms of the Training, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Trainee has suppressed any material or relevant information required to be disclosed by the Trainee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Training without any notice and without any obligation or liability to pay any stipend or other dues to the Trainee irrespective of the period that the Trainee may have been associated by the Company.

7. INTELLECTUAL PROPERTY

- a. The Trainee agrees and assures the Company that during the Training Period, the Trainee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Training with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as "Intellectual Property"). Such Intellectual Property shall constitute the absolute property of the Company and the Trainee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Training Period and/or after expiry or sooner termination of the Training Period. The Trainee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.
- b. All such Intellectual Property shall be deemed to be "works made for hire" under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and

exclusive right, inter alia, to use, modify or adapt the Intellectual Property that the Trainee has developed during the course of his / her Training.

8. CONFIDENTIALITY

- a. The Trainee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“Confidential Information”) during the Training and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- b. Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’ customers, partners and vendors (Client(s)) confidential and proprietary information, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- c. The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The Trainee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- d. Upon expiry or sooner termination of his / her Training, the Trainee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- e. The Trainee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.
- f. You shall not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company’s affairs or administration or research carried out whether the same may be confided to You or become known to You in the course of your training or otherwise.
- g. You acknowledge and agree that monetary damages may not be a sufficient remedy for a breach of this section and that the Company shall be entitled, without waiving any other rights or remedies, to obtain injunctive or equitable relief for any breach or threatened breach in addition to any other remedies at law or equity, to enforce such provisions.

- h. You acknowledge the terms of this section shall survive in full force and effect after relieving / termination of your training.

9. PROFESSIONAL ETHICS AND CODE OF CONDUCT

- a. You may require dealing with Company's money, material and documents with utmost honesty and professional ethics. If You are found guilty at any point of time of moral turpitude or of dishonesty in dealing with Company's money or material or intellectual property or of theft or dishonesty in dealing with Company's property or documents, software, business or theft or of misappropriation, regardless of the value involved, your appointment would be immediately terminated notwithstanding other terms and conditions mentioned herein. Company property here includes any benefit in the form of gift vouchers, debit cards, cash or cash equivalents in any manner, kinds, material, any sponsorship including travel or holiday vouchers etc., coming from business alliance partners (distributors or any other agencies), the disbursement of which lies purely at the discretion of the management in the form of written approval or consent. The Company reserves its right to take appropriate legal action, if found guilty. You shall be liable to indemnify the Company and its affiliates for the losses suffered including consequential losses.
- b. You shall not enter any commitment or dealing on behalf of the Company for which You have no express authority, and You will not alter or be party to any alteration of any principle or policy of the Company or exceed the authority without prior sanction of the Company.
- c. You shall serve the Company with high degree of personal and professional integrity and refrain from indulging in any dishonest or unethical conduct.
- d. You shall maintain strict confidence and agree not to divulge in any manner to any party any information and knowledge acquired by You in the Company with regard to business. Similarly, stipend being entirely personal to individual employees, all payroll particulars are strictly confidential in the Company. You are therefore refrained from discussing, disclosing or seeking clarification pertaining to your stipend with any individual in the Company other than your reporting manager or in charge of payroll.
- e. The appointment and its continuance are subject to You being found and remaining medically (physically & mentally) fit, the Company reserve the right to ask You to undergo medical examination if and when considered necessary.

10. COMPLIANCE WITH COMPANY POLICIES AND APPLICABLE LAWS

- a. You shall adhere and comply with the Company's polices, practices, rules and regulations and other standing instructions from time to time as they may be adopted or modified from time to time by the Company.
- b. You shall maintain proper discipline and dignity of your office, department and shall deal with all matters with sobriety. You shall not publicly criticize, defame or misrepresent the Company and will not knowingly commit any such actions which may adversely affect Company's goodwill.
- c. You will be abiding by the applicable laws and regulations including data protection, privacy laws, anti-corruption laws, anti-bribery laws and other applicable laws, rules, regulations.

11. DISCIPLINARY ACTION:



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- a. Any breach or failure to attain or maintain a satisfactory work standard or any misconduct by You will be regarded as a disciplinary or capability matter. Your immediate supervisor or any other designated personnel will normally deal with minor disciplinary matters. The Procedure for more serious offences including major misconduct shall be as decided by the management on a case-to-case basis with procedure leading up to termination of this Agreement. You shall not be entitled to any amount which are dues with the Company and the Company shall not be obligated to make any payment or dues to You.
- b. By accepting this Agreement, You authorize the Company to deduct from your stipend on termination that all debts owed by You to the Company or any of its group companies or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

12. TERMINATION AND EFFECT OF TERMINATION.

- a. The Trainee shall hold office during the Training Period, subject to earlier termination as provided herein.
- b. The Training shall be terminated upon the death of the Trainee.
- c. The Company reserves the right to terminate your Training at any time at its sole discretion in the event of breach of any provisions of this Agreement by the Trainee including the provisions of Section 13 (Breach).
- d. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to misconduct, negligence of duty, insubordination, disloyalty, dishonesty, misrepresentation, indiscipline, breach of confidentiality or any terms, data breach/ data theft, sexual harassment, unauthorized absence beyond a period of five consecutive days.
- e. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to conviction in any court of law for the commission of any crime, commission of any act of moral turpitude, commission of any act detrimental to the interest of the Company or any subversive act which in the opinion of management is seriously detrimental/prejudicial to the interest of the Company/ society / the country.
- f. In case if You choose to separate from the Company during the Training Period You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training, professional grooming and losses etc., incurred/suffered by the Company.
- g. Upon termination of this Agreement due to any reasons or otherwise, he/she shall not engage himself/herself in working for any other person, firm, companies or association in any capacity whatsoever or do or conduct any private business and/or shall not join and/or take up employment or act as a consultant or enter into any arrangement with any other company firm or company or association or render or engage in Competing Service for a period of 2 (Two) years after the termination of this Agreement or otherwise. If You fails to comply with this provision, You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training,

professional grooming and losses etc., incurred/suffered by the Company. For clarity, the liabilities stated herein under this Agreement are separate and cumulative.

- h. The Training is terminable by the Company by providing 1 (One) month prior written notice to the Trainee.
- i. The termination of this Agreement shall not relieve any Party of any obligation or liability accrued prior to the date of termination.

13. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Trainee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be including but not limited to:

- a. If a breach as set out in Clause 6(c) has been committed by the Employee;
- b. an act of dishonesty or fraud by the Trainee;
- c. the Trainee personally engaging in misconduct which causes material harm to the reputation of the Company;
- d. the Trainee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- e. the Trainee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- f. the Trainee's willful and continued failure to substantially perform the duties and obligations of the Training;
- g. the Trainee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- h. The parameters for determining "under assessment" shall be as defined by the Company and informed to the Trainee, from time to time.
- i. the Trainee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- j. the Trainee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Training or causes material harm to the reputation of the Company; and/or
- k. the Trainee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

14. NOTICE

- a. Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

In the case of notices to the Company:



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Address : No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore
– 560102, Karnataka.

Email : legal@ivalue.co.in

In the case of notices to the Trainee:

Address : 169, Dhangar galli, Siddhanerli tal-kagal dist-kolhapur pincode-
416232

Email : pooja987kumbhar@gmail.com

- b. All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.
- c. Either Party may, by notice in writing to the other Party, change its/his/her postal or electronic mail address in the manner aforesaid.

15. REMEDIES:

- a. Without limiting the remedies available to the Company, the Trainee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.
- b. The Trainee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.
- c. All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

16. NON-COMPETE AND NON-SOLICITATION

- a. The Trainee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Training Period and for a period of 2 (Two) years (shall abide the terms of Employment Agreement, as applicable). Further, the Trainee agrees and undertakes that he/she shall not take up

employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Training Period and for a period of 2 (Two) years thereafter (shall abide the terms of Employment Agreement, as applicable). The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Training Period: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Trainee agreeing to remain in the employment of the Company during the Term. The Trainee understand that engaging in a Competing Service during the Training Period and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.

- b. The Trainee further agrees that he / she shall not, directly or indirectly, at any time during the Training Period and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

17. PROBATIONARY PERIOD.

Upon successful completion of the Training by You, the Employer at its sole discretion will take or absorb You into on roll employment of the Company and You shall be required to undergo a probationary period of 6 (six) months from the date of on roll employment (“**Probationary Period**”) subject to the applicable terms and conditions which shall follow under the new letter of appointment or employment agreement, which including but not limited to:

- b. During the Probationary Period, the Company will pay minimum salary of Rs. 360,000 (Rupees Three Lakhs sixty thousand only) per annum.
- c. On satisfactory completion of the Probationary Period by You, the Employer will inform You in writing whether Your appointment is confirmed (“**Employment Confirmation**”) or not confirmed.
- d. Upon Employment Confirmation, the Salary and benefits will be as per Company’s policy and Company’s appraisal cycle.
- e. During the Probationary Period, if You choose to separate from the Company, You shall be liable to pay an amount equal to Stipend, accommodation and actual expenses (received / incurred during the Training Period) and 3 (three) months’ Salary to the Company towards the expense incurred for your training, professional grooming and losses etc., incurred/suffered by the Company.
- f. You acknowledge and agree that You shall associate with the Company for a minimum period of 2 (Two) years 6 (Six) months from the date of Employment Confirmation. In addition, You unconditionally acknowledge and agrees that, if You choose to separate from the Company before 2 (Two) years 6 (Six) months from the date of Employment Confirmation, You shall be liable to pay six (6) months’ gross salary.

- g. Certificates of the Training shall handover to You upon completion of the minimum two (2) years period from the date of Employment Confirmation or at the time of normal relieving, whichever is later. Otherwise, the Company shall not be obligated to provide the Certificates of the Training.
- h. The Trainee unconditionally acknowledges and agrees that the Company may post across any locations of the Company or at Customer Site or on an offshore projects at Company' discretion to meet the Company' requirements.
- i. Non solicitation and non-compete:
 - i) in consideration of being engaged as an employee by the Company, You agree that You shall not, during the term of employment with the Company and after relieving /termination of employment, directly or indirectly contact or solicit, or attempt to contact or solicit, any Client of the Company for the purposes of:
 - gaining the business of Client or providing such Client any products or services which are the same as or substantially similar to, or in competition with, the products or services sold by the Company in the period of your training or employment and at the time of relieving /termination of your employment.; or
 - advising any person not to do business with the Company or interfering in any way with the business relationship between the Company and any Client or any other person with whom the Company has a business relationship during the term of your training or employment.
 - ii) In consideration of being engaged an employee by the Company, You agree that, during the term of employment with the Company and after relieving /termination of your employment, You shall not, directly or indirectly, approach, solicit, entice, or attempt to approach, solicit, or entice employees of the Company to leave the employment of the Company.
 - iii) In consideration of being engaged as an employee by the Company, You agree that during the term of your employment with the Company and for a period of two (2) years from the date of relieving /termination of your employment, You shall not own, manage, operate, consult or to be employed in a business substantially similar to, or competitive with, the present business of the Company and/or Original Equipment Manufacturer (OEMs/ Vendors) (with whom the Company has contractual agreement) and/or direct competitor of the Company.
 - iv) During the period of your employment and after period of 2 (two) years from the date of relieving /termination of your employment You shall not own, manage, operate, consult or to be employed with the Partner or system integrator where You perused or outsourced by the Company for any project.
- j. After completion of the minimum period of three (3) years, You may choose to resign by serving 3 (three) months' notice period. Notwithstanding anything contrary contained herein, If You are in the middle of any project, You will be relieved only after the completion of the project. For avoidance of doubt, You will get normal relieving from the Company i) upon completion of the notice period; ii) upon completion of the respective project; whichever is later. During your notice



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period, the Employer at its sole discretion may end the engagement and/or appointment with You immediately (or such other period as intimated by the Company) with or without notice and/or salary in lieu thereof.

- k. Upon resignation, You will get the salary for the first one and half month of the notice period as per normal process. For the next one and half month of the notice period, You shall get the salary along with full and final settlement on or before 45th (forty five) day from the date of your last working day.
- l. You acknowledge and agree that during your notice period, You shall not be entitled to get variable pay, related benefits and other incentives. The notice period may fall under two quarters and You shall not be entitled to get the variable pay, related benefits and other incentives during both the quarters.
- m. In event of termination of your employment by the Company due to breach of integrity, breach of trust, act of abscond, act of disciplinary, the Company shall not be obligated to provide relieving letter, pay remuneration/salary amount and/or full and final settlement.
- n. In event of termination of your employment by the Company due to non-performance of services by You, the Company will immediately terminate your employment with normal relieving.

18. GOVERNING LAW AND JURISDICTION:

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Parties, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

19. MISCELLANEOUS:

- a. At any time after the date hereof, the Trainee shall not do anything that might prejudice carrying on of the business of the Company.
- b. Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Trainee.
- c. If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.
- d. The Trainee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.

- e. If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- f. This Agreement, the Company' Policies and standing instructions of the Company from time to time contains the entire agreement of the Parties with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Parties.
- g. The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.
- h. You will inform us of any change in your residential address, family status and civil status.

IN WITNESS WHEREOF the Parties have signed this Agreement on the date and year first above written.

For iValue Infosolutions Private Limited



Authorised Signatory

Name:

Title:

Witness:

Name:

Title:


Place:

Acknowledged and Agreed by the Trainee and his/her

Parent:


I have read, understood and accepted the above terms and conditions of the Agreement. I have signed without any undue influence, pressure, coercion from any side.

Trainee:



Name: Puja Maruti Kumbhar
Date: 20/09/2023
Place: Bangalore

Witness:



Name: Vaishnavi Madhukar Khamb
Date: 20/09/2023
Place: Bangalore

I have also read, understood, and accepted the above terms and conditions in capacity of the Trainee' Parent. I have signed without any undue influence, pressure, coercion from any side.

Parent:



Name: Maruti Shankar Kumbhar
Date: 20/09/2023
Place: Kolhapur

Witness:



Name: Ranjana Maruti Kumbhar
Date: 20/09/2023
Place: Kolhapur



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1-Sep-2023

TRAINING AGREEMENT

This Training Agreement (“**Agreement**”) is entered into as of this the 1 day of September 2023 by and between:

iValue Infosolutions Private Limited, a company incorporated in accordance with the provisions of the Companies Act, 1956 having its registered office at No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore – 560102, Karnataka, India (hereinafter referred to as the “**the Company**” or “**iValue**”, which expression shall, unless contrary to the context or meaning thereof, be deemed to mean and include its successors-in-interest and permitted assigns);

AND

Vaishnavi Madhukar Khambe , son / daughter of Madhukar Krushnaji Khambe , aged 21 years (Aadhaar No: 311670957234 & PAN: NOGPK0553B) , having his / her permanent residence at Shivaji Chauk, Laxmi Road, A/P Turambe, Radhanagari, Kolhapur, Maharashtra, 416208 and currently residing at Sri Sai Srinivasa Luxury PG for Ladies ; 417, 21st cross road; 24th Main road, Parangi Palaya, Sector 2, HSR Layout, Bengaluru (hereinafter referred to as the “**Trainee**” or “**You**” which expression shall unless contrary to the context or meaning thereof, be deemed to mean and include his/her legal heirs and representatives, administrators, executors, assigns and anyone claiming through or under him/her);

Each of the Company and the Trainee are hereinafter collectively referred to as the “**Parties**” and individually as a “**Party**”, as the context may require.

WHEREAS:

- a. The Company is engaged in the business of value-added distribution of data, network and application protection and management solution for customers.
- b. The Trainee is desirous of being a Trainee with the Company to pursue Cyber and/or Cloud Security Training (the “**Training**”) and in response thereto an application was forwarded by the Trainee to the Company. On considering the eligibility of the Trainee, after due completion of the interview & selection process and relying upon the representations made by the Trainee, the Company has agreed to appoint the Trainee with the Company as a Trainee to pursue the Training subject to the terms and conditions mentioned herein under this Agreement.
- c. The Parties are desirous of recording in writing the terms and conditions of the Training of the Trainee.

NOW THEREFORE IN CONSIDERATION OF THE OBLIGATIONS AND UNDERTAKINGS CONTAINED HEREIN THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. THE TRAINING, APPOINTMENT AND PLACE OF TRAINING:

- a. The Company hereby appoint You in and with the position and title of Trainee with the Company. The Company at its own expenses and cost, shall provide the Training to You for the period of 3 (three) months from the date of commencement of the Training.
- b. The Company agrees to train You, and You accept the offering to pursue the Training with the Company subject to terms and conditions set forth herein. The Training shall be on-the-job training and shall be conducted by professional / expert trainers / employees, those are designated by the Company. The Trainee shall attend and complete the Training within the prescribed timelines.
- c. The Training will be conducted at Bangalore, head office of the Company, You shall attend in person and undergo the Training.

2. COMMENCEMENT OF THE TRAINING:

- a. Your training with the Company is agreed to have commenced on 1 day of September 2023 and this Agreement shall be valid from the Commencement Date and shall be effective till such time as this Agreement is terminated as specifically provided for in this Agreement (the “**Training Period**”).

3. ASSESSMENT.

- a. The Company designated personnel shall conduct assessment with prescribed criteria during the Training Period and You shall successfully complete the assessment during the Training Period. Upon successful completion of the assessment, You shall be eligible and will be appointed under the employment role of the Company and posted to Probationary Period. If You fails to meet the minimum prescribed criteria during the assessment, the Company may at sole discretion provide second and last opportunity to undergo the assessment.
- b. In the event of noncompletion of the assessment, the Company shall not be obligated to continue the Training and/or provide the employment, and this Agreement shall automatically come to an end and stand cancelled.

4. STIPEND AND ACCOMMODATION FACILITY:

- a. The Employer will pay stipend of **Rs. 15,000 (Rupees Fifteen Thousand)** on or before 7th day of succeeding month during the Training Period. The payments are subject to statutory deductions as applicable under the applicable laws and regulations.
- b. The Employer at its sole discretion may provide accommodation facility to You as per the Company’ accommodation facility policy.

5. HOLIDAYS & LEAVES:



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- a. The weekly holidays would be on Sunday. During the Training Period You are entitled to 3 (three) medical leaves only.

6. REPRESENTATIONS BY THE TRAINEE:

- a. The Trainee represents that to the best of his / her knowledge, the Trainee has no commitments to former employers or other entities, which would restrict the Trainee from joining the Company. The Trainee represents and warrants that the Trainee has not taken or otherwise misappropriated and does not have in the Trainee's possession or control any confidential and proprietary information belonging to any of the Trainee's prior employers or connected with or derived from the Trainee's services to prior employers. The Trainee represents and warrants that Trainee has returned to all prior employers any and all such confidential and proprietary information and shall not to use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with the Training.
- b. The Trainee shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in Clause 6(a).
- c. The Trainee represents that the Trainee has disclosed all material and relevant information, which may either affect the Training currently or in the future or may be in conflict with the terms of the Training, either directly or indirectly. If at any time during the Term, the Company becomes aware that the Trainee has suppressed any material or relevant information required to be disclosed by the Trainee, such suppression shall be termed a breach and the Company reserves the right to forthwith terminate the Training without any notice and without any obligation or liability to pay any stipend or other dues to the Trainee irrespective of the period that the Trainee may have been associated by the Company.

7. INTELLECTUAL PROPERTY

- a. The Trainee agrees and assures the Company that during the Training Period, the Trainee shall disclose and assign promptly to the Company, at no cost to the Company, all intellectual property including but not limited to copyrights, design rights, trade marks, patents in or to any innovations on processes, methodologies, software applications or products developed by him / her during the course of Training with the Company and/or obtained/disclosed by him / her individually or jointly with any other person for on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by him / her (hereinafter referred to as "Intellectual Property"). Such Intellectual Property shall constitute the absolute property of the Company and the Trainee shall treat such Intellectual Property as confidential and proprietary and use such information solely for the benefit of the Company and shall not lay claim on any such Intellectual Property during the Training Period and/or after expiry or sooner termination of the Training Period. The Trainee agrees to provide all necessary assistance required to perfect such assignment of rights defined in this provision.
- b. All such Intellectual Property shall be deemed to be "works made for hire" under applicable copyright laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and

exclusive right, inter alia, to use, modify or adapt the Intellectual Property that the Trainee has developed during the course of his / her Training.

8. CONFIDENTIALITY

- a. The Trainee covenants and agrees that he / she shall treat as strictly confidential all records, data and other information that comes within his / her knowledge (“Confidential Information”) during the Training and shall not disclose any Confidential Information to any party without the prior written consent of the Company.
- b. Confidential Information shall include all proprietary information concerning the organisation, business, finances, technology, transactions or affairs of the Company and its affiliates or any of its business or investment plans and strategies but is not limited to the Company’s proprietary software, technical and commercial information instruction, service and product information, the design, “look and feel” navigation and capabilities of the Company’s software, products and services, the Company’ customers, partners and vendors (Client(s)) confidential and proprietary information, the Company’s proprietary training program methodology and associated client support services, the Company’s methodology for promoting its products and services to its clients, the particularized needs and demands of the Company’s clients and the customizations the Company makes to its software, products and services to meet those clients’ needs, financial arrangements, salary and compensation information, competitive status, pricing policies, knowledge of suppliers, technical capabilities, discoveries, algorithms, concepts, designs, drawings, specifications, techniques, models, data, technical manuals, training guides and manuals, research and development materials, processes, procedures, know-how and other business affairs relating to the Company.
- c. The Company may, from time to time, be furnished information and data, which is proprietary and confidential to its clients and/or suppliers. The Trainee shall not, at any time for any reason, reveal any information provided by any of the company’s clients and/or suppliers to anyone, unless provided with prior written consent by the Company or by the applicable client and/or supplier.
- d. Upon expiry or sooner termination of his / her Training, the Trainee shall promptly return to the Company all such Confidential Information etc. Any breach of this condition would entitle the Company to take such action as would be appropriate in the circumstances and/or to claim damages.
- e. The Trainee further agrees that from the date hereof he / she shall use all reasonable endeavours to prevent the publication or disclosure of any such Confidential Information.
- f. You shall not, at any time, without the written consent of an authorized signatory of the Company, disclose, divulge or make public except on legal obligations, any information regarding Company’s affairs or administration or research carried out whether the same may be confided to You or become known to You in the course of your training or otherwise.
- g. You acknowledge and agree that monetary damages may not be a sufficient remedy for a breach of this section and that the Company shall be entitled, without waiving any other rights or remedies, to obtain injunctive or equitable relief for any breach or threatened breach in addition to any other remedies at law or equity, to enforce such provisions.

- h. You acknowledge the terms of this section shall survive in full force and effect after relieving / termination of your training.

9. PROFESSIONAL ETHICS AND CODE OF CONDUCT

- a. You may require dealing with Company's money, material and documents with utmost honesty and professional ethics. If You are found guilty at any point of time of moral turpitude or of dishonesty in dealing with Company's money or material or intellectual property or of theft or dishonesty in dealing with Company's property or documents, software, business or theft or of misappropriation, regardless of the value involved, your appointment would be immediately terminated notwithstanding other terms and conditions mentioned herein. Company property here includes any benefit in the form of gift vouchers, debit cards, cash or cash equivalents in any manner, kinds, material, any sponsorship including travel or holiday vouchers etc., coming from business alliance partners (distributors or any other agencies), the disbursement of which lies purely at the discretion of the management in the form of written approval or consent. The Company reserves its right to take appropriate legal action, if found guilty. You shall be liable to indemnify the Company and its affiliates for the losses suffered including consequential losses.
- b. You shall not enter any commitment or dealing on behalf of the Company for which You have no express authority, and You will not alter or be party to any alteration of any principle or policy of the Company or exceed the authority without prior sanction of the Company.
- c. You shall serve the Company with high degree of personal and professional integrity and refrain from indulging in any dishonest or unethical conduct.
- d. You shall maintain strict confidence and agree not to divulge in any manner to any party any information and knowledge acquired by You in the Company with regard to business. Similarly, stipend being entirely personal to individual employees, all payroll particulars are strictly confidential in the Company. You are therefore refrained from discussing, disclosing or seeking clarification pertaining to your stipend with any individual in the Company other than your reporting manager or in charge of payroll.
- e. The appointment and its continuance are subject to You being found and remaining medically (physically & mentally) fit, the Company reserve the right to ask You to undergo medical examination if and when considered necessary.

10. COMPLIANCE WITH COMPANY POLICIES AND APPLICABLE LAWS

- a. You shall adhere and comply with the Company's polices, practices, rules and regulations and other standing instructions from time to time as they may be adopted or modified from time to time by the Company.
- b. You shall maintain proper discipline and dignity of your office, department and shall deal with all matters with sobriety. You shall not publicly criticize, defame or misrepresent the Company and will not knowingly commit any such actions which may adversely affect Company's goodwill.
- c. You will be abiding by the applicable laws and regulations including data protection, privacy laws, anti-corruption laws, anti-bribery laws and other applicable laws, rules, regulations.

11. DISCIPLINARY ACTION:

- a. Any breach or failure to attain or maintain a satisfactory work standard or any misconduct by You will be regarded as a disciplinary or capability matter. Your immediate supervisor or any other designated personnel will normally deal with minor disciplinary matters. The Procedure for more serious offences including major misconduct shall be as decided by the management on a case-to-case basis with procedure leading up to termination of this Agreement. You shall not be entitled to any amount which are dues with the Company and the Company shall not be obligated to make any payment or dues to You.
- b. By accepting this Agreement, You authorize the Company to deduct from your stipend on termination that all debts owed by You to the Company or any of its group companies or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

12. TERMINATION AND EFFECT OF TERMINATION.

- a. The Trainee shall hold office during the Training Period, subject to earlier termination as provided herein.
- b. The Training shall be terminated upon the death of the Trainee.
- c. The Company reserves the right to terminate your Training at any time at its sole discretion in the event of breach of any provisions of this Agreement by the Trainee including the provisions of Section 13 (Breach).
- d. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to misconduct, negligence of duty, insubordination, disloyalty, dishonesty, misrepresentation, indiscipline, breach of confidentiality or any terms, data breach/ data theft, sexual harassment, unauthorized absence beyond a period of five consecutive days.
- e. The Company reserves the right to terminate your Training without notice or stipend in lieu thereof for reasons including but not limited to conviction in any court of law for the commission of any crime, commission of any act of moral turpitude, commission of any act detrimental to the interest of the Company or any subversive act which in the opinion of management is seriously detrimental/prejudicial to the interest of the Company/ society / the country.
- f. In case if You choose to separate from the Company during the Training Period You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training, professional grooming and losses etc., incurred/suffered by the Company.
- g. Upon termination of this Agreement due to any reasons or otherwise, he/she shall not engage himself/herself in working for any other person, firm, companies or association in any capacity whatsoever or do or conduct any private business and/or shall not join and/or take up employment or act as a consultant or enter into any arrangement with any other company firm or company or association or render or engage in Competing Service for a period of 2 (Two) years after the termination of this Agreement or otherwise. If You fails to comply with this provision, You shall be liable to pay an amount equal to your 3 (three) months' stipend (current/existing), accommodation cost and actual expenses incurred by the Company towards your training,

professional grooming and losses etc., incurred/suffered by the Company. For clarity, the liabilities stated herein under this Agreement are separate and cumulative.

- h. The Training is terminable by the Company by providing 1 (One) month prior written notice to the Trainee.
- i. The termination of this Agreement shall not relieve any Party of any obligation or liability accrued prior to the date of termination.

13. BREACH

This Agreement shall be terminated at the option of the Company in case of breach by the Trainee of any of the terms and conditions of this Agreement. Events of breach of this Agreement shall be including but not limited to:

- a. If a breach as set out in Clause 6(c) has been committed by the Employee;
- b. an act of dishonesty or fraud by the Trainee;
- c. the Trainee personally engaging in misconduct which causes material harm to the reputation of the Company;
- d. the Trainee committing an act of gross negligence with respect to the Company or otherwise an act of the Employee committed with willful disregard of the Company's interests;
- e. the Trainee seizing a corporate opportunity for himself /herself instead of offering such an opportunity to the Company;
- f. the Trainee's willful and continued failure to substantially perform the duties and obligations of the Training;
- g. the Trainee's irregularity of attendance or unauthorized absence from place of work for more than 3 (Three) working days;
- h. The parameters for determining "under assessment" shall be as defined by the Company and informed to the Trainee, from time to time.
- i. the Trainee being convicted of a felony, or a misdemeanor or gross misdemeanor relating to an act of dishonesty or fraud against and/or a misappropriation of property belonging to the Company;
- j. the Trainee engaging in abuse which substantially impairs his / her ability to perform the duties and obligations of the Training or causes material harm to the reputation of the Company; and/or
- k. the Trainee breaching, in any material respect, the terms of this Agreement (or any confidentiality agreement or invention or proprietary information agreement with the Company).

14. NOTICE

- a. Any notice required or permitted to be given under this Agreement shall be sufficient if the same is in writing and sent by registered mail and/or electronic mail to:

In the case of notices to the Company:



iValue Infosolutions Private Limited

No. 903/1/1, 19th Main Road, 4th Sector,
HSR Layout, Bangalore 560102, Karnataka
Tel: +91 8065329944/66

www.ivaluegroup.com | info@ivalue.co.in

CIN: U72200KA2008PTC045995

Address : No. 903/1/1, 19th Main Road, 4th Sector, HSR Layout, Bangalore
– 560102, Karnataka.

Email : legal@ivalue.co.in

In the case of notices to the Trainee:

Address : Shivaji Chauk, Laxmi Road, A/P Turambe, Radhanagari, Kolhapur,
Maharashtra, 416208

Email : Vaishnavi.khambe8674@gmail.com

- b. All notices shall be deemed to have been validly given on (i) the Business Day immediately after the date of confirmation of transmission recorded on the sender's computer in case of transmission by electronic mail, or (ii) the expiry of 7 (Seven) Business Days after posting, if sent by post.
- c. Either Party may, by notice in writing to the other Party, change its/his/her postal or electronic mail address in the manner aforesaid.

15. REMEDIES:

- a. Without limiting the remedies available to the Company, the Trainee acknowledges that a breach of any of the covenants in this Agreement may result in material irreparable injury to the Company and/or its affiliates for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely.
- b. The Trainee agrees that if there is a breach or threatened breach, the Company or any of its affiliates shall, without prejudice to its other rights under this Agreement or at law or equity, be entitled to apply for specific performance or injunctive or other equitable relief against the Employee.
- c. All remedies provided by this Agreement are cumulative, and not alternative. The recourse by the Company to one remedy shall not preclude it from seeking another remedy available to it under this Agreement.

16. NON-COMPETE AND NON-SOLICITATION

- a. The Trainee agrees that he/she shall not engage himself/herself in working for any other person, firm or association in any capacity whatsoever or do or conduct any private business during the Training Period and for a period of 2 (Two) years (shall abide the terms of Employment Agreement, as applicable). Further, the Trainee agrees and undertakes that he/she shall not take up employment or act as a consultant or enter into any arrangement with any other company firm or association or render or engage in Competing Service during the Training Period and for a period of 2 (Two) years thereafter (shall abide the terms of Employment Agreement, as applicable). The term “**Competing Service**” is defined as “any involvement with the type of products, processes and/or services which the Employee during the Training Period: (a) worked on; or (b) acquired or had access to. The Employee understands that the Company will be spending a large amount of time and money in training the Employee in certain specialised skills in consideration of the Trainee agreeing to remain in the employment of the Company during the Term. The Trainee understand that engaging in a Competing Service during the Training Period and for a period of at least 2 (Two) years thereafter would cause irreparable damage to the Company.
- b. The Trainee further agrees that he / she shall not, directly or indirectly, at any time during the Training Period and for a period of 2 (Two) years thereafter, for any reason, either on his / her own account or for any other person or entity, solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who to the knowledge of such Employee is a client or employee of, or in the habit of dealing with the Company or any of its affiliates.

17. PROBATIONARY PERIOD.

Upon successful completion of the Training by You, the Employer at its sole discretion will take or absorb You into on roll employment of the Company and You shall be required to undergo a probationary period of 6 (six) months from the date of on roll employment (“**Probationary Period**”) subject to the applicable terms and conditions which shall follow under the new letter of appointment or employment agreement, which including but not limited to:

- b. During the Probationary Period, the Company will pay minimum salary of Rs. 360,000 (Rupees Three Lakhs sixty thousand only) per annum.
- c. On satisfactory completion of the Probationary Period by You, the Employer will inform You in writing whether Your appointment is confirmed (“**Employment Confirmation**”) or not confirmed.
- d. Upon Employment Confirmation, the Salary and benefits will be as per Company’s policy and Company’s appraisal cycle.
- e. During the Probationary Period, if You choose to separate from the Company, You shall be liable to pay an amount equal to Stipend, accommodation and actual expenses (received / incurred during the Training Period) and 3 (three) months’ Salary to the Company towards the expense incurred for your training, professional grooming and losses etc., incurred/suffered by the Company.
- f. You acknowledge and agree that You shall associate with the Company for a minimum period of 2 (Two) years 6 (Six) months from the date of Employment Confirmation. In addition, You

unconditionally acknowledge and agrees that, if You choose to separate from the Company before 2 (Two) years 6 (Six) months from the date of Employment Confirmation, You shall be liable to pay six (6) months' gross salary.

- g. Certificates of the Training shall handover to You upon completion of the minimum two (2) years period from the date of Employment Confirmation or at the time of normal relieving, whichever is later. Otherwise, the Company shall not be obligated to provide the Certificates of the Training.
- h. The Trainee unconditionally acknowledges and agrees that the Company may post across any locations of the Company or at Customer Site or on an offshore projects at Company' discretion to meet the Company' requirements.
- i. Non solicitation and non-compete:
 - i) in consideration of being engaged as an employee by the Company, You agree that You shall not, during the term of employment with the Company and after relieving /termination of employment, directly or indirectly contact or solicit, or attempt to contact or solicit, any Client of the Company for the purposes of:
 - gaining the business of Client or providing such Client any products or services which are the same as or substantially similar to, or in competition with, the products or services sold by the Company in the period of your training or employment and at the time of relieving /termination of your employment.; or
 - advising any person not to do business with the Company or interfering in any way with the business relationship between the Company and any Client or any other person with whom the Company has a business relationship during the term of your training or employment.
 - ii) In consideration of being engaged an employee by the Company, You agree that, during the term of employment with the Company and after relieving /termination of your employment, You shall not, directly or indirectly, approach, solicit, entice, or attempt to approach, solicit, or entice employees of the Company to leave the employment of the Company.
 - iii) In consideration of being engaged as an employee by the Company, You agree that during the term of your employment with the Company and for a period of two (2) years from the date of relieving /termination of your employment, You shall not own, manage, operate, consult or to be employed in a business substantially similar to, or competitive with, the present business of the Company and/or Original Equipment Manufacturer (OEMs/ Vendors) (with whom the Company has contractual agreement) and/or direct competitor of the Company.
 - iv) During the period of your employment and after period of 2 (two) years from the date of relieving /termination of your employment You shall not own, manage, operate, consult or to be employed with the Partner or system integrator where You perused or outsourced by the Company for any project.
- j. After completion of the minimum period of three (3) years, You may choose to resign by serving 3 (three) months' notice period. Notwithstanding anything contrary contained herein, If You are

in the middle of any project, You will be relieved only after the completion of the project. For avoidance of doubt, You will get normal relieving from the Company i) upon completion of the notice period; ii) upon completion of the respective project; whichever is later. During your notice period, the Employer at its sole discretion may end the engagement and/or appointment with You immediately (or such other period as intimated by the Company) with or without notice and/or salary in lieu thereof.

- k. Upon resignation, You will get the salary for the first one and half month of the notice period as per normal process. For the next one and half month of the notice period, You shall get the salary along with full and final settlement on or before 45th (forty five) day from the date of your last working day.
- l. You acknowledge and agree that during your notice period, You shall not be entitled to get variable pay, related benefits and other incentives. The notice period may fall under two quarters and You shall not be entitled to get the variable pay, related benefits and other incentives during both the quarters.
- m. In event of termination of your employment by the Company due to breach of integrity, breach of trust, act of abscond, act of disciplinary, the Company shall not be obligated to provide relieving letter, pay remuneration/salary amount and/or full and final settlement.
- n. In event of termination of your employment by the Company due to non-performance of services by You, the Company will immediately terminate your employment with normal relieving.

18. GOVERNING LAW AND JURISDICTION:

This Agreement shall be governed by and construed in accordance with the laws of India. All claims, controversies, disputes or differences between the Parties, arising out of or in connection with or in relation to this Agreement shall be subject to the jurisdiction of the Courts at Bangalore, Karnataka, India.

19. MISCELLANEOUS:

- a. At any time after the date hereof, the Trainee shall not do anything that might prejudice carrying on of the business of the Company.
- b. Each covenant contained in this Agreement shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way an unreasonable restraint of trade, the remaining covenants shall continue to bind the Trainee.
- c. If any covenant contained in this Agreement would be void as drawn but would be valid if the period of application were reduced or if some part of the covenant were deleted, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.

- d. The Trainee shall be bound by all the general terms and conditions applicable to employees of the Company under any or all the applicable law for the time being in force.
- e. If any provision of the Agreement or the application thereof to any person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any applicable law for the time being in force, the remainder of the Agreement and the application of such provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of the Agreement shall be valid and enforceable to the fullest extent permitted by applicable law for the time being in force. Any invalid or unenforceable provision of the Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the invalid and unenforceable provision.
- f. This Agreement, the Company' Policies and standing instructions of the Company from time to time contains the entire agreement of the Parties with respect to the subject matter hereof, and supersedes and all prior agreements relating to the subject matter hereof. It may be changed, modified and amended only by an agreement in writing signed by the Parties.
- g. The headings of articles and sections in this Agreement are provided for convenience of reference only and will not affect its construction or interpretation.
- h. You will inform us of any change in your residential address, family status and civil status.

IN WITNESS WHEREOF the Parties have signed this Agreement on the date and year first above written.

For iValue Infosolutions Private Limited



Authorised Signatory

Name:

Title:

Witness:

Name:

Title:

Place:

Acknowledged and Agreed by the Trainee and his/her

Parent:

I have read, understood and accepted the above terms and conditions of the Agreement. I have signed without any undue influence, pressure, coercion from any side.

Trainee:




Name: Vaishnavi Madhukas Khambe

Date: 20-09-2020.

Place: Bangalore.

Witness:



Name: Pooja Masuti Kumbhar.

Date:

Place: Bangalore.

I have also read, understood, and accepted the above terms and conditions in capacity of the Trainee' Parent. I have signed without any undue influence, pressure, coercion from any side.

Parent:



Name: Madhukas Krushinaji Khambe.

Date: 20-09-2020.

Place: Kolhapur.

Witness:



Name: Anjana Madhukas Khambe.

Date: 20-09-2020.

Place: Kolhapur.