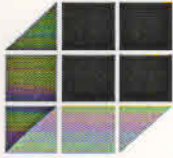


## LETTER OF OFFER

ORIGINAL



C T L

CINIF TECHNOLOGIES LIMITED

DATE:

28/FEB/2019

BATCH: 2019

FROM:

CINIF TECHNOLOGIES LIMITED

REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS,

(GOVERNMENT OF INDIA)

HEAD OFFICE: CTL, PLOT NO – 14, OPP – INFOSYS, IT PARK

CHANDIGARH 160101 UT INDIA, CIN: U72300CH2014PLC035062

2018-19

267



TO:	SUBJECT:	DATE & SERIAL:	CONCERN DEPARTMENT:
SHAIKENDRA KUMAR	LETTER OF OFFER & ACCEPTANCE	2018 – 2019 / 267	HUMAN RESOURCES DEPARTMENT
FATHER NAME: VED PRAKASH		28/FEB/2019	+91 172 4067575, +91 9888454590

Dear Concern,

Thank you for exploring career opportunities with CINIF Technologies Limited (CTL). You have successfully completed our initial selection process and we are pleased to make you an offer. This offer is based on your profile and performance in the selection process. You have been selected for the position of Graduate Trainee Engineer – Telecom. Your gross stipend for Probation period as per JD will be 10,000/- INR per month + TA (Onsite as per actuals) as per the terms & conditions set out herein. The gross stipend mentioned above is inclusive of the Variable allowance becoming effective upon successful completion of the Initial Training Programme.

- You will be on probation of 6 months from the date of Joining. If considered necessary (As per Your Performance Report), the period of probation may be extended up to 3 months only by the management at its sole discretion without assigning any cause or reason. During the period of probation, your services can be terminated with or without reason. Furthermore, refusal to work at an allotted site/location or uninformed absenteeism for more than 3 days can lead to your termination without any notice.
- If the Candidate Resigns before Completion of the training period due to any reason, the full amount of bond will be forfeited by the Company.
- The liability of the company for the employee in all respects shall start from the date of Joining i.e. the date of certification of employee from the HR and concerned department after training period.
- Salary Revisions and increment are subject to the performance of the candidate as per assigned project by Senior from Concerned department.
- As per norms, 30 days are required as an intimation period before leaving the Company, if not, company can hold or lieu the current month's salary.
- The Salary details are CTC as per in Annexure - A. All deductions are required by the law of the land (India & States), shall be deductible from the mentioned CTC. The assigned goals are mandatory to fulfill for the Justification of per month remuneration from the company.
- In case of upward revision in salary structure by the Government of India, same shall be implemented by the company as per directive from the Government of India.
- You are required to join your training on or before 15 JULY 2019, 10:30 AM at Chandigarh Head Office. Or at such date, time and place may be further informed to you by the company at your submitted contact details. In case of your inability to join by the given date this offer shall stand cancelled. Please submit the self attested copy of following original documents for our verification and official records:
  - Photocopies of academic & professional qualifications and matriculation certificates along with original.
  - Laptop & Data Card (Mandatory).
- During training period of 30 days, no stipend and other benefits of company will be provided except T.A.
- After non-payable training stipend of 10,000 INR per month (deduction of Govt. taxes as applicable as per Annexure -A) will be provided to you.
- You have to sign a bond for 18 months (Agreement as applicable from the Training Period) with company and other Formalities of joining on the day of induction as per terms & conditions.
- Your work location will be PAN INDIA. (WHERE PROJECTS ARE RUNNING UNDER EXPERT TEAMS).
- Training period is Non-payable as described earlier in your LOI/Offer Letter issued by Company.
- There will be 24\*7 working shifts as per requirement of company.
- Bond (agreement) duration will be 1.5 years or 18 months i.e. the amount of bond is refundable after completion of 1.5 Years.
- Employee will be bound to complete their task assigned by senior / concern department of the company from time to time, if He / She fails to complete given tasks, then company has right to hold / forfeit their salary as well in lieu for non-performance.
- If due to any reason He / She is not able to join or He / She resigns / absconds from the company or vice-versa before above said period, the total sum of their security will become forfeit or non-refundable to candidate. Moreover, any Unofficial activity by Candidate /Theft of Data or Tools, shall enforce to the company to take any legal actions against them.

**Annexure-A**

	Monthly	Semi-Annually
Basic Salary	5,000 INR	30,000 INR
HRA	3,400 INR	20,400 INR
Conveyance Allowance	1,600 INR	9,600 INR
Monthly Gross	10,000 INR	60,000 INR
Deductions (Employee Share)	ESIC – 1.75 % of Gross Salary	1,050 INR
	PF – 12 % of Basic Salary	3,600 INR
Other	As may applicable of Govt. Norms	
Net Pay	9,225 INR	55,350 INR
Employer Share	ESIC – 4.75 % of Gross Salary	
	PF – 12 % of Basic Salary	
	Other – 1%	
TA	On Site (As per actuals)	~ 4K – 5K (Variable as per Project)
<b>CTC (Cost to Company)</b>	<b>16,075 INR (Including All Benefits of Salary , TA and Others)</b>	

**Note:** The deduction amount and taxes may vary time to time as per governed by government norms.

I hereby declare that the above mentioned terms & conditions are described to me by the Company and I do acknowledge the same (Regarding project Location, Job profile, Salary details, deductions) will be treated as my statement in Any Government departments.

Please sign the duplicate of this letter in token of your acceptance.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

<p>✓</p> <p>SHAIENDRA KUMAR S/O VED PRAKASH</p>	<p>SIGNATURE &amp; GOVT. ID (No.)</p> <p>AADHAR CARD</p> <p><b>5880 4738 1059</b></p>	<p>CINIF TECHNOLOGIES LIMITED</p> 
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**E - RECEIPT**

**- ORIGINAL -**

2018-2019



27 FEB 2019

CINIF TECHNOLOGIES LIMITED

REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS

(GOVERNMENT OF INDIA)

DATE: 27 FEB 2018  
 FY: 2018-2019  
 AS PER FINANCIAL YEAR

HEAD OFFICE: CTL, PLOT NO. - 14, OPP - INFOSYS IT PARK

CHANDIGARH 160101 UT INDIA, EXLINE: 0172 - 4067375

CIN: U72300CH2014PLC033062, GSTIN: 04AAFC6695F1Z2

UPI:908811224234/Puifl@icici396@ok Punjab Nation

SERIAL: AC / 317

OBJECT NO: DILIP KUMAR JANGDE

OBJECT TYPE: ONLINE TRANSFER

FATHER NAME: DHANIRAM JANGDE

OBJECT DATE: 27 FEB 2018

OBJECT BANK: NA

AMOUNT: 7500

SUBMITTED TO: CTL / ICICI / 001305010397 / CRN

FINE INCLUDED: NA

AMOUNT (IN WORDS):

SEVEN THOUSAND FIVE HUNDRED INDIAN RUPEES ONLY

**PAID**

NOTE:

IT IS A NON INTEREST BEARING REFUNDABLE SECURITY DEPOSIT AS PER TERMS & CONDITIONS

ALL OBJECTS i.e (Cheques / Demand Draft / Banker Cheques) PAYMENTS ARE SUBJECT TO CLARENCE.

COMPANY SEAL IS MANDATORY FOR AUTHENTICATION OF THE RECEIPT.

THIS DEPOSIT IS REFUNDABLE ONLY AFTER COMPLETION OF 12 MONTHS DUTY PERIOD EXCLUDED PROBATION PERIOD i.e 18 MONTHS.

IN RELATION TO ANY LEGAL ACTION OR PROCEEDINGS ARISING OUT OR IN CONNECTION WITH THIS E-RECEIPT, BOTH THE PARTIES

IRREVOCABLY SUBMIT TO THE EXCLUSIVE JURISDICTION OF THE COURTS IN CHANDIGARH (UT) AS PER INDIAN LAW.



CINIF TECHNOLOGIES LIMITED

DILIP KUMAR JANGDE



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AC



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2018-2019

- ORIGINAL -

AC

331



CINIF TECHNOLOGIES LIMITED

REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS

(GOVERNMENT OF INDIA)

HEAD OFFICE: CTL, PLOT NO - 14, OPP - INFOSYS, IT PARK

CHANDIGARH 160101 UT INDIA, FXLINE: 0172 - 4067575

CIN: U7230012014PLC035062, GSTIN: 04AAFPCC6605F1Z2

DATE: 2/28/2019

28. FEB. 2019

FY: 2018-2019

AS PER FINANCIAL YEAR

SERIAL: AC / 331

28 FEB 2019



C T L

TO: RAUSHAN KUMAR

FATHER NAME: SANJAY KUMAR

AMOUNT: 5000

OBJECT NO: C1CAGKCy8K\_V0w

OBJECT TYPE: GOOGLE PAY

OBJECT DATE: 28.FEB.2019

OBJECT BANK: 905916504578

SUBMITTED TO: NH / OBC / 20093300176 / SVN

FINE INCLUDED: NA

AMOUNT (IN WORDS):

FIVE THOUSAND INDIAN RUPEES ONLY

NOTE:

IT IS A NON INTEREST BEARING REFUNDABLE SECURITY DEPOSIT AS PER TERMS & CONDITIONS.

ALL OBJECTS i.e (Cheques / Demand Draft / Banker Cheques) PAYMENTS ARE SUBJECT TO CLEARANCE.

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IN RELATION TO ANY LEGAL ACTION OR PROCEEDINGS ARISING OUT OR IN CONNECTION WITH THIS RECEIPT, BOTH THE PARTIES

IRREVOCABLY SUBMIT TO THE EXCLUSIVE JURISDICTION OF THE COURTS IN CHANDIGARH (UT) AS PER INDIAN LAW.

PAID



CINIF TECHNOLOGIES LIMITED

RAUSHAN KUMAR

**E-RECEIPT**

27 FEB 2019



DATE: 22/2/2019  
 FY: 27 FEB 2018  
 AS PER FINANCIAL YEAR 2018-2019  
 SERIAL AC / 318

CINIF TECHNOLOGIES LIMITED  
 REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS  
 (GOVERNMENT OF INDIA)  
 HEAD OFFICE: CTL, PLOT NO - 14, OPF - INFO SYS, IT PARK  
 CHANDIGARH 160101, UT INDIA, FIXLINE: 0172 - 4062575  
 CIN: U72900CJ2014PLC035062, GSTN: 04AARCC6605F122

2018-2019  
 AC  
 318

TO:	PRAVEEN KUMAR SAHU	OBJECT NO:	UPI/906812705094/Pr/shupraveen2910/Dena Bank
FATHER NAME:	KHELAWAN SAHU	OBJECT TYPE:	ONLINE TRANSFER
AMOUNT:	5000	OBJECT DATE:	27 FEB 2018
		OBJECT BANK:	NA
		SUBMITTED TO:	CTL / ICICI / 0013185010397 / CRN
		FINE INCLUDED:	NA

NOTE: AMOUNT (IN WORDS): FIVE THOUSAND INDIAN RUPEES ONLY

PAID

ALL OBJECTS, ie Cheques / Demand Draft / Banker Cheques) PAYMENTS ARE SUBJECT TO CLEARANCE  
 COMPANY SEAL IS MANDATORY FOR AUTHENTICATION OF THE RECEIPT  
 THIS DEPOSIT IS REFUNDABLE ONLY AFTER COMPLETION OF THE RECEIPT  
 IN RELATION TO ANY LEGAL ACTION OR PROCEEDINGS ARISING OUT OF OR IN CONNECTION WITH THIS E-RECEIPT, BOTH THE PARTIES  
 IRREVOCABLY STIPULATED TO THE EXCLUSIVE JURISDICTION OF THE COURTS IN CHANDIGARH (UT) AS PER INDIAN LAW.



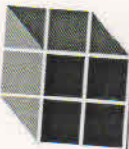
PRAVEEN KUMAR SAHU



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E - RECEIPT

28 FEB 2019



CTIL

DATE: 28 FEB 2019  
 FY: 2018-2019  
 AS PER FINANCIAL YEAR  
 SERIAL: AC / 330

CINIF TECHNOLOGIES LIMITED  
 REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS  
 (GOVERNMENT OF INDIA)  
 HEAD OFFICE: C.T.L. PLOT NO - 14, OPP - INFOSYS, IT PARK  
 CHANDIGARH 160101 (UT INDIA, EXCLINE: 0172 - 4067375  
 CIN: U72300CH2014PR C033062, GSTIN: 04AAAPCC6605F1Z2

TO: RANJAN MITTHRA MK

FATHER NAME: KUSHAL APPA GOWDA  
 OBJECT NO: NEFT-KARBN1908915882340KESHA GOWDA M.FE  
 OBJECT TYPE: ONLINE TRANSFER  
 OBJECT DATE: 28 FEB 2019  
 OBJECT BANK: NA

AMOUNT: 7500  
 SUBMITTED TO: C.T.L / ICICI / 001305010397 / GRN  
 FINE INCLUDED: NA

NOTE: SEVEN THOUSAND FIVE HUNDRED INDIAN RUPEES ONLY

- IT IS A NON INTEREST BEARING REFUNDABLE SECURITY DEPOSIT AS PER TERMS & CONDITIONS.  
 - ALL OBJECTS i.e (Cheques / Demand Draft / Banker Cheques) PAYMENTS ARE SUBJECT TO CLEARANCE.  
 - COMPANY SEAL IS MANDATORY FOR AUTHENTICATION OF THE RECEIPT.  
 - THIS DEPOSIT IS REFUNDABLE ONLY AFTER COMPLETION OF 12 MONTHS DUTY PERIOD EXCLUDED PROBATION PERIOD i.e 18 MONTHS.  
 - IN RELATION TO ANY LEGAL ACTION OR PROCEEDINGS ARISING OUT OR IN CONNECTION WITH THIS E-RECEIPT, BOTH THE PARTIES  
 IRREVOCABLY SUBMIT TO THE EXCLUSIVE JURISDICTION OF THE COURTS IN CHANDIGARH (UT) AS PER INDIAN LAW.

PAID



CINIF TECHNOLOGIES LIMITED

RANJAN MITTHRA MK

- ORIGINAL -

2018-2019

AC

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**E - RECEIPT**

26 FEB 2019

- ORIGINAL -

2018-2019



**C T L**

**CINIF TECHNOLOGIES LIMITED**  
REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS  
(GOVERNMENT OF INDIA)

HEAD OFFICE: CTL, PLOT NO - 14, OPP - JINOSYS, IT PARK

CHANDIGARH 160101 UT INDIA. EXLINE: 0172 - 4667575

CIN: U72100CH2014PLC035062, GSTN: 04AAFC6605F1ZZ

OBJECT NO: OICAgK094-7XA

OBJECT TYPE: GOOGLE PAY

OBJECT DATE: 26 FEB 2019

OBJECT BANK: 905719386291

SUBMITTED TO: NH / OBC / XXXXXXX0176 / SVN

FINE INCLUDED: NA

AMOUNT (IN WORDS):

TWENTY FIVE THOUSAND INDIAN RUPEES ONLY

*PTV*

**NOTE:**

IT IS A NON INTEREST BEARING REFUNDABLE SECURITY DEPOSIT AS PER TERMS & CONDITIONS.

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IRREVOCABLY SUBMIT TO THE EXCLUSIVE JURISDICTION OF THE COURTS IN CHANDIGARH (CT) AS PER INDIAN LAW.



CINIF TECHNOLOGIES LIMITED

SHILLENRA KUMAR



AC  
316



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**E - RECEIPT**



**CTIL**

**27 FEB 2019**

**- ORIGINAL -**

2018-2019

DATE: 27 FEB 2018  
 FY: 2018-2019  
 AS PER FINANCIAL YEAR

CINF TECHNOLOGIES LIMITED  
 REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS  
 (GOVERNMENT OF INDIA)

HEAD OFFICE: C.T.L. PLOT NO - 14, OPF - INFOSYS, IT PARK  
 CHANDIGARH 160101 UT INDIA. FIXLINE: 0172 - 4067575

AC

SERIAL: AC / 319

TO: MATHANGI CHANDRASEKARAN

FATHER NAME: CHANDRASEKARAN N

AMOUNT: 5000

OBJECT NO: C/CAG/KG/PH/11g

OBJECT TYPE: GOOGLE PAY

OBJECT DATE: 27 FEB 2018

OBJECT BANK: 905815300027

SUBMITTED TO: NH / OBC / xxxxxxx0178 / SVN

FINE INCLUDED: NA

AMOUNT (IN WORDS): FIVE THOUSAND INDIAN RUPEES ONLY

NOTE: IT IS A NON INTEREST BEARING REFUNDABLE SECURITY DEPOSIT AS PER TERMS & CONDITIONS

ALL OBJECTS, i.e. Cheques / Demand Draft / Banker Cheques PAYMENTS ARE SUBJECT TO CLEARANCE

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CINF TECHNOLOGIES LIMITED

MATHANGI CHANDRASEKARAN



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