

## Background Verification Report

Case Background Profile			
Name of Subject	Nilesh Arun Patil		
Client	Doledge India (OPC) Pvt Ltd		
Date of Initiation	10-Sep-2024	Date of Report	18-Oct-2024
Process	Standard	Client Reference	Dol-126
Case Reference	DOL-5186	Date of Joining	10-Sep-2024
Level of check	Standard	Color code	<b>GREEN</b>

### Executive Summary

Employment Check	Tietoevry India Private Limited, Maharashtra	<b>Verified</b>	Annexure 1
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### Severity Grid

Result Definitions :-	
<b>RED</b> Major Discrepancy	<b>GREEN</b> All Verified
<b>AMBER</b> Inaccessible for verification / Unable to verify/ Additional Information/Documents required.	

Information in this report may only be used to verify statements made by an individual for employment purposes. The depth of information available varies. Although every effort has been made to assure accuracy foxivision Information cannot act as the guarantor of the information's accuracy or completeness. Final verification of an individual's identity and proper use of report contents are the user's responsibility. It is the user's responsibility to use these consumer reports fairly. foxivision is not responsible for employment decisions based on the information provided.

## Annexure 1

### Employment Check

Tietoevry India Private Limited, Maharashtra		
Details	Profile Provided Information	Entity Provided Information
Name of the Organization	Tietoevry India Private Limited, Maharashtra	Verified
CIN	U72900PN2007PTC169538	Verified
Employment Period	May 04, 2015 To July 31, 2024	Verified
Designation	Senior Test Lead	Verified
Employee Code	56728	Verified
CTC	Net Salary - INR 1,622,000/- per annum	Not Disclosed
Reasons for Leaving	Not Mentioned	Not Disclosed
Subject's eligibility for rehire	Not Mentioned	Not Disclosed
Full & Final Formalities	Not Mentioned	Not Disclosed
Any Disciplinary/ Performance Issues	Not Mentioned	Not Disclosed
Response from referee	Copy of follow up mails is attached with supporting documents.	-
Other Comment	All the information verified by the HR and found correct. Hence, Employment verification report has forwarded as clear.	-
Date Of Verification	17-Oct-2024	-
Referee Name and Details	IDfy BGV Team, employment.verification@idfyops.com	-
Verified By	BGV Team	

## Information Searched

Employee ID	56728
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## Information Found

Full Name	Nilesh Patil
Employee ID	56728
Designation	Senior Test Lead
Date of Entry	04-May-2015
Date of Exit	31-Jul-2024
Payment ID	pay_P7FtkQtbQLgOVI



contact at  
[employment.verification@idfyops.com](mailto:employment.verification@idfyops.com)  
for any query or support required

# Employment Verification

by IDfy on behalf of OU316 Tietoevry India Private

IDfy powers businesses with their ex-employee's verification and various background screening needs. Contact [employment.verification@idfyops.com](mailto:employment.verification@idfyops.com) for same.

This document is the property of Baldo Technologies Private Limited (IDfy). If found anywhere, please contact [employment.verification@idfyops.com](mailto:employment.verification@idfyops.com). For all verifications and background checks, candidate's consent is mandatory. Obtaining consent is the responsibility of the requesting entity, and IDfy shall not be responsible or liable for the same. The information presented in this report is confidential in nature and is meant only for the requester. The information presented in this report is collected on a best effort-basis, and IDfy does not guarantee accuracy or completeness of information. This report should only act as a guide, and not be considered as final pronouncement on the candidate. IDfy reserves the right to amend this report in case additional information or documentation becomes available, which may alter the results presented in this report.

Unlock the  Real

 Outlook

**Re: Employment Verification of Mr. Nilesh Patil**

**From** Employment Verification <employment.verification@idfyops.com>  
**Date** Thu 10/17/2024 11:49 PM  
**To** Charu Rajput <charu.rajput@foxivision.com>  
**Cc** EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>; Love Kush Kashyap FOX I VISION <lovekush.kashyap@foxivision.com>

 1 attachments (2 MB)  
 Nilesh Patil.pdf

**Caution!** This email is from an external source. Avoid clicking links or opening attachments unless the sender is known or trusted.

Dear Partner,

Your verification request is complete. Please find attached the verification report on behalf of our partner HR.

Thanks & Regards,  
 IDfy BGV Team

On Thu, Oct 17, 2024 at 9:58 AM Charu Rajput <charu.rajput@foxivision.com> wrote:  
 Dear HR Team,

Hope you are doing well!!!

Request you to help in the employment verification process of the candidate. This is really very urgent.

Your prompt response on our email will be highly appreciated.

Regards,

**Charu Rajput**  
 Senior Analyst - BGV- Direct

FOXIVISION SCREENING SERVICES PVT. LTD.

 charu.rajput@foxivision.com

 +91-9953639076

 www.foxivision.com

 C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



**From:** Charu Rajput <charu.rajput@foxivision.com>

**Sent:** Wednesday, October 16, 2024 12:31 PM

**To:** Employment Verification <employment.verification@idfyops.com>; pooja.jha@tietoenvry.com <pooja.jha@tietoenvry.com>

**Cc:** EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>; Love Kush Kashyap FOX I VISION <lovekush.kashyap@foxivision.com>

**Subject:** Re: Employment Verification of Mr. Nilesh Patil

Dear HR Team,

Mr. Nilesh Patil applied for an employment and he listed your company as part of their employment history. We respectfully request your assistance for checking some of the details that were provided by the candidate on job application form.

Kindly, fill in the HR Feedback Column and help us completing the Employment Check process.

Particulars	Candidate Claims	HR Feedback
Employer Name	Doledge	
Employee Full Name	Mr. Nilesh Patil	
Employee ID	56728	
Last Held Designation	Senior Test Lead	
Date of Entry	May 04, 2015	
Date of Exit	July 31, 2024	
Payment ID	pay_P7FkQtbQLgOVI	
Company Name on whose behalf you are doing verification	Foxivision Screening Services Private Limited	

Candidate Letter of Authorization / Consent Form	Attached
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Regards,

**Charu Rajput**  
Senior Analyst - BGV- Direct

FOXVISION SCREENING SERVICES PVT. LTD.

charu.rajput@foxivision.com

+91-9953639076

www.foxivision.com

C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



From: Employment Verification <employment.verification@idfyops.com>

Sent: Tuesday, October 1, 2024 2:45 PM

To: Charu Rajput <charu.rajput@foxivision.com>

Subject: Re: Employment Verification of Mr. Nilesh Patil

Caution! This email is from an external source. Avoid clicking links or opening attachments unless the sender is known or trusted.

Hello,

Thanks, team for submitting the form we sent earlier as part of the verification process. Your account is approved to raise employment verification requests. Your company ID is 1026, please save it for future reference.

Please proceed for a payment at this page <<https://pages.razorpay.com/idfy-employment-verification>> for us to serve this verification request. Once your payment is successful, note the 'payment\_id' you will receive in a receipt over email. Then share the employee details you wish to verify in below format:

Employer Name	<to be filled>
Employee Full Name	<to be filled>
Employee ID	<to be filled>
Last Held Designation	<to be filled>
Date of Entry	<to be filled>
Date of Exit	<to be filled>
Payment ID	<to be filled>
Company Name on whose behalf you are doing verification	<to be filled>
Candidate Letter of Authorization / Consent Form	<to be attached>

We will be able to process your verification once the aforementioned is done. Please follow the same protocol for subsequent verification requests: share payment-id and employee's information to receive any further employment verification requests.

Thanks & Regards,  
IDfy BGV Team

On Tue, Oct 1, 2024 at 11:20 AM <employment.verification@idfyops.com> wrote:

Hi Team,

*Thank you for contacting us here at IDfy! We will get back to you within 24 - 48 hours from now.*

Thanks & Regards,  
IDfy BGV Team

DocuSign Envelope ID: DAD576E7-48F4-4C6E-A32D-0133701F3F66



Date: August 9, 2024

**SERVICE CERTIFICATE AND RELIEVING LETTER**

**To: Nilesh Patil**

This is to certify that basis your resignation, you have been relieved from the services of TietoEvry India Private Limited (formerly known as Tieto India Private Limited) effective July 31, 2024.

We confirm the following as per our service records:

Employee ID : 56728  
Designation : Senior Test Lead  
Date of Joining : May 04, 2015  
Date of Relieving : July 31, 2024  
Location : Pune  
Annual Fixed Salary: INR 1,622,000/- per annum

We would like to inform you of your obligations of the Non-Disclosure Agreement you have signed with the Company at the time of joining and the Agreement shall prevail and subsist.

We wish you every success in your future endeavors.

**For TietoEvry India Private Limited,**

DocuSigned by:  
  
John Thomas  
Lead HR Manager – Operations

Signed by:  
  
Employee acknowledgement  
nileshapatil3@gmail.com

For ex-employment verification, please write to: [pooja.jha@tietoevry.com](mailto:pooja.jha@tietoevry.com)

Attached: Annexure to Service Certificate

**TietoEvry India Private Limited**

Registered Office and Pune SEZ Unit: Ground & 5<sup>th</sup> Floor, Wing 1, Cluster D, EON Free Zone, MIDC Kharadi Knowledge Park, Pune - 411014, Maharashtra, India.  
Mohali SEZ Unit: 7<sup>th</sup>, Landmark Plaza, F3 Towers SEZ, A - 40A, Quark City India Pvt. Ltd. Phase VIII, Mohali (Punjab) - 160071, India.  
Phone: +91 20 67303000 | Fax: +91 20 67303355 | Email: [contact.india@tietoevry.com](mailto:contact.india@tietoevry.com) | Website: [www.tietoevry.com](http://www.tietoevry.com)  
Corporate Identification Number: U72900PN2007PTC169538

DocuSign Envelope ID: DAD576E7-48F4-4C6E-A32D-0133701F3F66

#### Annexure to Service Certificate

Dear Employee,

Below are some FAQs for your information post your last date of employment with Tietoevry.

**Q. Which documents will I receive after my separation from Tietoevry?**

Ans. You shall receive Service Certificate / Relieving letter (both are same) upon your exit and clearances of all dues & exit formalities.

**Q. When will you process my F&F settlement?**

Ans. Full & Final settlement will be processed in upcoming payroll cycle once all clearances are completed (Cut-Off date is 15<sup>th</sup> of every month).

Example: If your last date falls on or before 15<sup>th</sup> of the month F&F will be done in the same month (provided all exit clearances are in place by this date) & if last date falls after 15<sup>th</sup> of the month F&F will be done in following month's payroll cycle.

**Q. Who can I connect with for any support post my employment with Tietoevry?**

Ans. Refer SPOC details mentioned at the end of this annexure.

**Q. How & when will I get my Form 16?**

Ans. Form 16 is issued around end of May every year for the previous financial year. You can also check Paysquare portal for your form 16 notification. Please save your Paysquare login and password details so you can access the portal later.

Step - 1: Logon to > Paysquare Website <https://mypayroll.paysquare.com/>

Step - 2: Select the Yearly option as (Example :2021-2022).

Step - 3: In the Documents list, you will see report option as "FORM16\_MAR\_2022". Click on the same and you will get the PDF copy of Form 16.

Step 4: For validation of Digital Signature on Form 16, you may refer the help document "Digital signature Validation" under Document & Policies on Web Portal.

**Q. Where can I find my F&F statement?**

Ans. F&F statement will be available on Paysquare portal under your last monthly document section.

**Q. Can you explain me breakup of my F&F?**

Ans. F&F will include your Payable days, Reimbursement, Leave Encashment, Gratuity amount (if applicable), Insurance refund (if enrolled for top-up and / or Parental coverage)

**Q. How long can I access Paysquare portal?**

Ans. It will remain accessible for next 1 year from your LWD.

You can download Payslip, Tax sheet, Appraisal letters, F&F sheet & Form 16 from the portal.

**Q. How do I calculate my leave balance?**

 tietoevry

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Ans. The leave balance will be calculated / truncated up to the actual last working date, whether or not it is the scheduled last working date as per notice period.

Basis of calculation of Paid leaves is 30 days irrespective of the month.

Formula for Calculation: Annual Fixed salary/360\*no of paid calendar day leaves.

**Q. How many leaves am I entitled for encashment?**

Ans. You will be entitled to maximum 10 days leave encashment from your leave balance, and the remainder, if any, will lapse.

**Q. Process for Actual investment document submission?**

Ans. Please refer the User Guide for Actual Investment document from Paysquare portal.

Home Page > Documents & Policies > User Guide for Actual Investment Document

**Q. Whose contact details should I share for my background verification?**

Ans. Details are mentioned in your Service Certificate or refer to the SPOC details mentioned at the end of this annexure.

**Q. I want to transfer my PF from Tietoevry to my new employer. Who should I connect with?**

Ans. Details are mentioned in your Service Certificate or refer to the SPOC details mentioned at the end of this annexure. Please initiate transfer one month after receiving F&F.

**Q. Who should I get in touch with for queries related to my Gratuity payment / NPS / Superannuation?**

Ans. Please refer to the SPOC details mentioned at the end of this annexure.

**Q. When will my Gratuity be processed and paid out? Will it be part of my F&F settlement?**

Ans. Yes, it is part of F&F process, but the amount is paid outside of (separately from) the F&F process. You may write to Gajanan Keskar (Finance team) for Gratuity related queries.

**Points of Contact for exit process and related matters are as follows:**

Activity	Name	Email
Overall Exit process	Sagarika Pradhan	sagarika.pradhan@tietoevry.com
Ex-employment verification	Pooja Jha	Pooja.jha@tietoevry.com
PF related	PF team	IndiaPF@tietoevry.com
Gratuity / NPS / Superannuation	Gajanan Keskar	Gajanan.Keskar@tietoevry.com
Salary, F&F, Paysquare related queries	Payroll team	dlindiapayroll@tieto.com
Escalations	John Thomas	John.Thomas@tietoevry.com



## DocuSign

### Certificate Of Completion

Envelope Id: DAD576E748F44C6EA32D0133701F3F66	Status: Completed
Subject: Complete with DocuSign: 56728_Nilesh Patil_Serv Certificate.pdf	
Source Envelope:	
Document Pages: 3	Signatures: 2
Certificate Pages: 3	Initials: 0
AutoNav: Enabled	Envelope Originator:
EnvelopeId Stamping: Enabled	Sagarika Pradhan
Time Zone: (UTC+02:00) Helsinki, Kyiv, Riga, Sofia, Tallinn, Vilnius	PL10306,
	Helsinki, Laskutus PL10306
	sagarika.pradhan@tietoevry.com
	IP Address: 115.110.104.174

### Record Tracking

Status: Original	Holder: Sagarika Pradhan	Location: DocuSign
8/9/2024 1:26:23 PM	sagarika.pradhan@tietoevry.com	

### Signer Events

John Thomas  
john.thomas@tietoevry.com  
John Thomas  
Security Level: Email, Account Authentication (None)

### Signature



Signature Adoption: Uploaded Signature Image  
Using IP Address: 115.110.104.174

### Timestamp

Sent: 8/9/2024 1:27:32 PM  
Viewed: 8/12/2024 2:17:51 PM  
Signed: 8/12/2024 2:18:33 PM

### Electronic Record and Signature Disclosure:

Accepted: 4/2/2020 7:59:56 PM  
ID: 712801e7-1dd3-49c8-a0c0-7c44dbdefd4f

Nilesh Patil  
nileshapatil3@gmail.com  
Security Level: Email, Account Authentication (None), Access Code



Sent: 8/12/2024 2:18:36 PM  
Viewed: 8/13/2024 5:33:29 AM  
Signed: 8/14/2024 9:54:15 AM

Signature Adoption: Drawn on Device  
Using IP Address: 223.233.81.211

### Electronic Record and Signature Disclosure:

Accepted: 8/13/2024 5:33:29 AM  
ID: 75207bba-b2e3-4cd9-bcae-4ddfad619c4a

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	8/9/2024 1:27:32 PM
Certified Delivered	Security Checked	8/13/2024 5:33:29 AM

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Envelope Summary Events	Status	Timestamps
Signing Complete	Security Checked	8/14/2024 9:54:15 AM
Completed	Security Checked	8/14/2024 9:54:15 AM

Payment Events	Status	Timestamps
Electronic Record and Signature Disclosure		

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Electronic Record and Signature Disclosure created on: 7/12/2019 9:56:39 AM  
Parties agreed to: John Thomas, Nilesh Patil

#### **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

By selecting Adopt and Sign, I agree that the signature and initials will be the electronic representation of my signature and initials for all purposes when I (or my agent) use them on documents, including legally binding contracts - just the same as a pen-and paper signature or initial.

tieto.com

2015.02.26

HRD/Pune/2015/3/2655

Mr. Nilesh Arun Patil  
Flat No.102, Aditi Amber,  
Porwal Road, Survey No.-2962,  
Lohegaon, Pune-411047.

**Subject:** Employment Agreement/Contract

Dear Mr. Patil,

We have the pleasure in appointing you as "**Senior Test Engineer**" with Tieto Software Technologies Ltd. (also referred to as Tieto) a subsidiary of Tieto Corporation, Finland.

Tieto is offering you employment on terms and conditions given as under:

1. **Responsibilities:** We shall prepare and revise from time to time in mutual consultation with you and your reporting manager to inform you accordingly about the job description that describes your duties and key performance areas. A copy of your responsibilities and duties is attached for your reference as Annexure A.  
Tieto reserves the right to utilize the employee on any project type (e.g. development/maintenance etc.) in any domain and in any technology to support business needs.
2. **Designation:** Your designation may be changed at the discretion of the Company depending on the work assigned to you.
3. **Remuneration:** Your fixed annual salary package will be Rs.825,000/- (Rupees Eight Lakh Twenty Five Thousand Only).The breakup of the salary is attached herewith as per Annexure B.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

4. **Date of Joining:** You are expected to join Tieto, Wing 1, Cluster D, EON Free Zone, MIDC Kharadi Knowledge Park, Pune – 411014 latest by **2015/05/04**. The offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing. At the time of joining, you are requested to submit the copies of the documents as per the Annexure C but not later than 2 months from the date of joining. In case the employee fails to comply with the submission of the specified documents may result in termination / discharge / dismissal without giving any notice or notice pay. Please note that it is important to report at 8:45 AM to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.
5. **Probation Period:** You will be on probation for a period of 6 months from the date of joining Tieto, during which period your progress will be reviewed. Tieto will review your performance before the end of probation period and if your performance has been satisfactory and you are found to be suitable for the Company then your services will be confirmed. If not, then your employment will be terminated with two months' notice in writing or two months gross pay in lieu of notice period. However, if the management finds that there is scope for improvement in your performance then management can extend your period of probation maximum for 6 months, exclusive of the first 6 months. In case if you find that the present job is not suitable to your personality and temperament and wish to resign during period of probation, a minimum of two month of notice in writing or two months of gross pay in lieu of the notice period is mandatory. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period.  
Depending on your date of joining, your date of confirmation will be regulated as below.

*Patil*

**Tieto Software Technologies Ltd.**

**Registered office:** 8th Floor, 'D' Building, Weikfield IT Citi Info Park, Nagar Road, Pune - 411014, Maharashtra, India.  
**Phone:** +91 20 6604 2244/33 **Fax:** 020 66042255

**Site address:** Wing 1, Cluster D, EON Free Zone, MIDC Kharadi Knowledge Park, Pune - 411014, Maharashtra, India.  
**Phone:** +91 20 6730 3000

**Email:** contact.india@tieto.com **Website:** tieto.com

**Corporate Identification Number:** U72200PN2004PLC019214



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- If the date of joining is between 1<sup>st</sup> & 16<sup>th</sup> of the month, then the services will be confirmed by 1<sup>st</sup> of the 6<sup>th</sup> month from the date of joining.
  - If the date of joining is after 16<sup>th</sup> of the month then the services will be confirmed by 1<sup>st</sup> of the 7<sup>th</sup> month from the date of joining.
6. **Performance Appraisal:** Tieto will review and revise your salary every year in the month of April and the increase will be based on your performance. Your first review will be due in April 2016.
  7. **Leaves:** The employee is entitled to Earned leaves of 27 working days per annum.
  8. **Office Hours:** Minimum working hours per day are 8 hours i.e. 40 hours for a week. Tieto has a five day week. Time spent on personal work and breaks are not included in the employee's working hours.
  9. **Other Benefits:** All employees will be given benefits as per the provisions made by the management in this respect.
  10. **Retirement:** You will retire from the services of the Company on attaining the age of 65 years.
  11. **Employee Information:** It is your responsibility to notify the Company of any changes in your personal information i.e. temporary/permanent address, contact number, emergency contact details etc. within 3 working days of such change. You are also required to update the same information in the "employee self-service" module in the company's intranet site. All notices shall be considered duly and properly delivered to the address on file with the Company.
  12. **Other work/engagement:** During your service with the company, you will diligently and faithfully serve Tieto and abide by the Employment Agreement. Subject to this agreement, you agree to devote the whole of your time, attention and skill to this employment during normal working hours and at such other times as may be reasonably necessary, and shall faithfully and diligently perform such duties as from time to time may reasonably be assigned by the manager and shall with care, diligence and faithfully serve Tieto. It is mutually agreed that the employee shall observe work rules, instructions and directions, as may from time to time be given to employees by Tieto.
  13. **Employment:** You will not, during the continuance of employment, undertake or carry on, either alone or in partnership, nor be directly or indirectly employed or concerned with as principal agent, or otherwise in any business, trade or profession whatsoever. You will fully devote your time and attention to your duties with us.
  14. **Confidentiality & Secrecy:** You must keep secret during and after your employment all information that you obtain about the business and affairs of Tieto Corporation, or clients or customers of Tieto Corporation. During your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors or partners of Tieto or their authorized representatives.) confidential information of any description acquired by you while in Tieto service concerning process of manufacture, business practices or affairs of Tieto or any of its associates, or their customers or suppliers. You shall keep office related personal passwords confidential. You will also keep group passwords confidential solely within the members of the group.
  15. **Patent:** Any Materials, drawings or inventions developed by the Employee whilst in the employment of Tieto, remain copyright to Tieto. Any invention, discovery, improvement or design including materials and drawings that you make whilst in the employment of the company and in connection with its business, will be the property of Tieto. On leaving Tieto, you may not remove any documents, proprietary methodology, printed materials, computer disks, or other materials gained in the course of your employment. The employee must immediately provide to Tieto all relevant information and do whatever is necessary to enable Tieto to obtain any letters patent, design registration or copyright it might require without any special or extra payment to the employee.
  16. **Non-Compete:** You shall not do or indulge in any of the following without the prior written consent of the company:  
**Solicit Business:** During the Term of the Agreement and for a period of at least one year after the Term of the Agreement you shall not solicit, endeavor to solicit, influence or attempt to influence

*EMW*  
*A*



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any client, customer or other person directly or indirectly to direct her/his or its purchase of Tieto's product and/or services to yourself or any person, firm, corporation, institution or other entity in competition with the business of Tieto Corporation.

Solicit Personnel: During the Term of the Agreement and for a period of at least one year after the Term of the Agreement you shall not solicit or attempt to influence any person employed or engaged by Tieto (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with Tieto or become the employee of, or directly or indirectly offer services in any form or manner to yourself or any person or entity which is a competitor of Tieto Corporation.

17. **Non-Disclosure Agreement:** Information pertaining to Tieto operations and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
18. **Code of conduct:** You are required to read and comply with Tieto's Code of Conduct Guidelines and sign a statement to this effect after joining the organization. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
19. **Termination of Employment:** Management can terminate the services of any employee irrespective of years of service by giving two months' notice in writing or two months gross pay in lieu of two months' notice period. Please read this clause along with clause No 22.
20. So also the employee can leave the Company by giving two months advance notice or two months gross pay in lieu of notice period. The notice period will be computed exclusive of leave taken by the employee. If the employee avails leave during the notice period the employee has to pay in lieu of the leaves taken during notice period. No resignation notice can be given during the period of leave of the employee. However due to exigencies of business the Company may at its sole discretion reject the gross pay in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
21. **Termination of Employment without notice by discharge:** The management can terminate the service of any employee of the Company irrespective of his post, pay, permanency, years of service, if the employee is convicted for any offence of moral turpitude by the court of law without giving any advance notice or notice pay.  
So also any employee who is found to have committed any grave/ serious misconduct against the rules of conduct of Company in the enquiry will be terminated / discharged / dismissed without giving any notice or notice pay.
22. Obligation arising out of Company sponsored Travel or for special training and Knowledge Transfer, during the employment contract, in the event of you being sent for a foreign travel for business needs or in the event of you being sent for a training program having identifiable cost more than Rs.100,000, Company has a discretion of increase the notice period beyond 2 months but not more than 6 months from the date of completion of such a foreign travel or a training. In this situation, the clause Number 19 will be read with reference with the extended Notice period. This clause is applicable in all the clauses related to notice period/pay in the contract herewith
23. **Obligation on Termination:** Upon termination of your employment for any reason, you will return to Tieto:  
All property, documents, books, or any items relating to the business of Tieto. This includes, but is not limited to, any equipment, mobile phone, papers, keys, reports, computers, information & programme, records and documents and other information, in whatever form, relating in any way to Tieto. No entitlements will be paid to you until you return and get clearance of the Company for the same. If you fail to return any items related to Tieto, legal action will be initiated.
24. **Unauthorized absence:** If you are absent for a continuous period of 5 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
25. **Location:** For the present, your services are required at Pune, and as and when necessity arises, the Company has the right to transfer your services to any place within India and out of India.

*Amus*  
*X*



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26. **Relocation:** To facilitate relocation (if eligible) from your current location in India to your reporting location, you are entitled to:

- a. Relocation to Pune from within Maharashtra for Individual without family (Spouse & Children)– At actual with maximum Rs.20000/-
- b. Relocation to Pune from within Maharashtra for Individual with family (Spouse & Children)– At actual with maximum Rs.25000/-
- c. Relocation to Pune from outside Maharashtra for Individual without family (Spouse & Children)- At actual with maximum Rs.30000/-
- d. Relocation to Pune from outside Maharashtra for Individual with family (Spouse & Children)- at actual with maximum Rs.35000/-
- e. Relocation to Pune from outside India for Individual with or without family (Spouse & Children)- at actual with maximum Rs.50000/-

The relocation allowance can be claimed at actual by submitting bills for the expenses incurred against:

- a. Self and immediate family's travel expenses from current location to reporting location.
- b. Expenses against the transportation of household effects by road.
- c. Expenses against initial 10 days accommodation.
- d. Expenses against the transfer and registration of self-owned two/four wheel vehicle

Relocation allowance will enable you to make necessary arrangements for your initial stay and boarding in the reporting location. Please note that this relocation allowance is subject to appropriate income tax deductions as per applicable law.

If you resign or if your employment is terminated for any reason within 1 year from your joining date, you agree that you will repay the entire amount of joining benefits paid to you which includes but not limited to relocation allowance and or any amounts that you were paid as reimbursement of relocation expenses herein to Tieto. You may be required to repay any taxes that were deducted from your relocation allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by Tieto. Tieto may recover all such amounts from your final settlement.

27. **Company Policies/Guidelines:** You are required to get familiarize with the Company policies and guidelines as may be prescribed from time to time available on intranet of the Company and are required to follow. It is a sole responsibility of employee to get clarification on policies, if something is unclear with the help of the reporting Manager or related function (HR, Finance or Admin).

28. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

29. **Background Verification:** If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).

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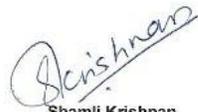
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If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed by you confirming your acceptance.

We take this opportunity to welcome you to our organization and hope your association with us will prove to be of mutual benefit.

FOR Tieto Software Technologies Ltd

I ACCEPT



Shamli Krishnan  
Senior HR Partner  
Recruitment  
Date: 2015.02.26



Sarang Dewalkar  
Head - Testing  
COE, India  
Date: 2015.02.26



Nilesh Arun Patil  
Date: 2015.02.26



**Annexure A**

**Responsibilities and Duties –**

- Work in a role of an expert in a project
- Identify, assess and mitigate testing risks related to his/her field of specialisation
- Understand how requirement affect testing related to his/her field of specialisation
- Evaluate accuracy level of requirements.
- Define needed testing resources (incl. competence levels) within his/her field of specialisation
- Estimate work effort and schedule within his/her field of specialisation
- Support (of his/her field of specialisation) for a tester
- Discuss with his/her team and customers
- Create testing related networks with key contacts in his/her field of specialisation
- Create reports about testing of his/her field of specialisation
- Train individual persons in his/her field of specialisation
- Report his/her test observations
- Propose improvements in test processes
- Review project's test documentation internally
- Follow agreed test process and strategy
- Use two different test techniques and knows several other techniques
- Design test cases, prepare test material and execute tests not only in functional testing but also in the field of his/her of specialisation
- Work with several test tools, especially tools needed in his/her field of specialisation
- Take requirements (from technical environments and architectures) into account in testing

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**Annexure B**

Nilesh Arun Patil	
<b>Cost to Company</b>	<b>825,000</b>
<b>Fixed Components</b>	
Basic	247,500
Housing Rent Allowance	99,000
Statutory Bonus	-
Conveyance Allowance	19,200
Child Education Allowance	2,400
Child Hostel Allowance	7,200
Medical benefit	15,000
Leave Travel Allowance	61,875
Attire maintenance	9,000
<b>Options / Flexible Components</b>	
Employer's Provident fund contribution	29,700
Sodexo Meal coupons / Foodie Card	26,400
New Pension Plan	24,750
Super Annuation	37,125
Reimbursement entitlement	33,000
Computer benefit	30,000
<b>Residual Component</b>	
Adjustable flexible allowance	182,850
<b>Total</b>	<b>825,000</b>
<b>Reimbursements Individual components</b>	
Car maintenance	-
Professional Development	15,000
Tele/cellphone & broadband charges	18,000
Subtotal	33,000
PC/LP - purchased in the name of Company	30,000

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**Annexure C**

We welcome you on behalf of Tieto Software Technologies Ltd. You are requested to bring following documents along with you on the date mentioned on your appointment letter. Please report at **08:45 AM** on the said date on the following address:

**Wing 1, Cluster D, EON Free Zone, MIDC Kharadi Knowledge Park, Pune – 411014:**

**\*Note:** We request you to carry photo copies of all the documents along with the originals for verification. The ones marked in (\*) are mandatory to be submitted on the day of joining.

The following are the list of document to be submitted to HR.

1. Last 3 months Salary Slips\*
2. Relieving letter\*
3. Graduation/ Post Graduation certificate\*
4. XIth & Xth certificate\*
5. 1 passport size photo\*
6. Background Verification\*
7. Employee Information Sheet\*
8. Any other Professional certificate(s)
9. All previous work experience & Relieving letter(s)
10. Photocopy of passport.

In case the employee fails to comply with the submission of the specified documents may result in termination / discharge / dismissal without giving any notice or notice pay  
For any further clarification please contact HR representative you are interacting with or any other representative from the HR Team.

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10/18/24, 10:43 AM

Ministry Of Corporate Affairs - MCA Services

## Ministry Of Corporate Affairs

Date : 18-10-2024 10:43:43am

### Company Information

<b>CIN</b>	U72900PN2007PTC169538
<b>Company Name</b>	TIETOEVRVY INDIA PRIVATE LIMITED
<b>ROC Name</b>	ROC Pune
<b>Registration Number</b>	169538
<b>Date of Incorporation</b>	30/04/2007
<b>Email Id</b>	ashwani.batra@tietoevry.com
<b>Registered Address</b>	Ground & 5th Floor, Wing 1, Cluster D, EON Free Zone, MIDC Kharadi Knowledge Park,Pune, Vadgaon Sheri, Pune, Pune, Maharashtra, India, 411014
<b>Address at which the books of account are to be maintained</b>	Wing 1, Cluster D EON Free Zone, MIDC Kharadi Knowledge Park Pune-411014, Pune, Maharashtra, India, 411014
<b>Listed in Stock Exchange(s) (Y/N)</b>	No
<b>Category of Company</b>	Company limited by shares
<b>Subcategory of the Company</b>	Non-government company
<b>Class of Company</b>	Private
<b>ACTIVE compliance</b>	ACTIVE Compliant
<b>Authorised Capital (Rs)</b>	4,65,00,000
<b>Paid up Capital (Rs)</b>	18,35,570
<b>Date of last AGM</b>	22/08/2023
<b>Date of Balance Sheet</b>	31/03/2023
<b>Company Status</b>	Active

<b>Jurisdiction</b>	
<b>ROC (name and office)</b>	ROC Pune

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10/18/24, 10:43 AM

Ministry Of Corporate Affairs - MCA Services

**RD (name and Region)**

RD, Western Region